
The Global Gender Gap Index 2011

RICARDO HAUSMANN, Harvard University

LAURA D. TYSON, University of California, Berkeley

YASMINA BEKHOUCHE, World Economic Forum

SAADIA ZAHIDI, World Economic Forum

The Global Gender Gap Index,¹ introduced by the World Economic Forum in 2006, is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress. The Index benchmarks national gender gaps on economic, political, education- and health-based criteria, and provides country rankings that allow for effective comparisons across regions and income groups, and over time. The rankings are designed to create greater awareness among a global audience of the challenges posed by gender gaps and the opportunities created by reducing them. The methodology and quantitative analysis behind the rankings are intended to serve as a basis for designing effective measures for reducing gender gaps.

The first part of this chapter reviews the underlying concepts employed in creating the Global Gender Gap Index and outlines the methods used to calculate the Index. The second part presents the 2011 rankings, global patterns and regional performance and calls attention to notable country cases. Next, we provide an overview of the links between gender gaps and the economic performance of countries. In the fourth part of this chapter, we include information on the trends revealed by the Index in the six years that we have been producing it.

The Country Profiles contained in Part 2 of this *Report* give a more detailed picture of the relative strengths and weaknesses of each country's performance compared with that of other nations. The first page of each profile contains detailed information on the country's performance in 2011. The second page of the profile shows the trends between 2006 and 2011 on the overall Index and four Subindexes as well as over 30 gender-related variables that reflect some of the legal and social factors that affect gender disparity in each country.

Measuring the Global Gender Gap

Three underlying concepts

There are three basic concepts underlying the Global Gender Gap Index. First, it focuses on measuring gaps rather than levels. Second, it captures gaps in outcome variables rather than gaps in means or input variables.

Third, it ranks countries according to gender equality rather than women's empowerment. These three concepts are briefly outlined below. For a description of how these concepts are captured by the construction techniques used in the creation of the Index, please see the section below on the *Construction of the Index*.

Gaps vs. levels

The Index is designed to measure gender-based gaps in access to resources and opportunities in individual countries rather than the actual levels of the available resources and opportunities in those countries. We do this in order to make the Global Gender Gap Index independent from countries' levels of development. In other words, the Index is constructed to rank countries on their gender gaps not on their development level. For example, rich countries have more education and health opportunities for all members of society and measures of education levels thus mainly reflect this well-known fact, although it is quite independent of the gender-related issues faced by each country at its own level of income. The Global Gender Gap Index, however, rewards countries for smaller gaps in access to these resources, regardless of the overall level of resources. Thus the Index penalizes or rewards countries based on the size of the gap between male and female enrolment rates, but not for the overall levels of education in the country.

Outcomes vs. means

The second basic concept underlying the Global Gender Gap Index is that it evaluates countries based on outcome variables rather than input measures. Our aim is to provide a snapshot of where men and women stand with regard to some fundamental outcome variables related to basic rights such as health, education, economic participation and political empowerment. Variables related to country-specific policies, culture or customs—factors that we consider to be “input” or “means” variables—are not included in the Index, but they are displayed in the Country Profiles. For example, the Index includes a variable comparing the gap between men and women in high-skilled jobs such as legislators, senior officials and

The Global Gender Gap Index, co-authored by Fiona Greig, Ricardo Hausmann, Laura D. Tyson and Saadia Zahidi, was first introduced in the World Economic Forum's *Global Gender Gap Report 2006*. The authors are deeply grateful to Silvia Magnoni and Marc Cuénod for their excellent support in the production of this year's chapter.

managers (an outcome variable) but does not include data on length of maternity leave (a policy variable).

Gender equality vs. women's empowerment

The third distinguishing feature of the Global Gender Gap Index is that it ranks countries according to their proximity to gender equality rather than to women's empowerment. Our aim is to focus on whether the gap between women and men in the chosen variables has declined, rather than whether women are "winning" the "battle of the sexes". Hence, the Index rewards countries that reach the point where outcomes for women equal those for men, but it neither rewards nor penalizes cases in which women are outperforming men in particular variables.

The four pillars

The Global Gender Gap Index examines the gap between men and women in four fundamental categories: *economic participation and opportunity*, *educational attainment*, *health and survival* and *political empowerment*. Table 1 displays all four of these subindexes and the 14 different variables that compose them, along with the sources of data used for each.

Economic participation and opportunity

This area is captured through three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured through the difference in labour force participation rates. The remuneration gap is captured through a hard data indicator (ratio of estimated female-to-male earned income) and a qualitative variable calculated through the World Economic Forum's Executive Opinion Survey (wage equality for similar work). Finally, the gap between the advancement of women and men is captured through two hard data statistics (the ratio of women to men among legislators, senior officials and managers, and the ratio of women to men among technical and professional workers).

Educational attainment

In this category, the gap between women's and men's current access to education is captured through ratios of women to men in primary-, secondary- and tertiary-level education. A longer-term view of the country's ability to educate women and men in equal numbers is captured through the ratio of the female literacy rate to the male literacy rate.

Health and survival

This category attempts to provide an overview of the differences between women's and men's health. To do this, we use two variables. The first variable included in this subindex is the sex ratio at birth. This variable aims specifically to capture the phenomenon of "missing women" prevalent in many countries with a strong son preference. Second, we use the gap between women's and men's

healthy life expectancy, calculated by the World Health Organization. This measure provides an estimate of the number of years that women and men can expect to live in good health by taking into account the years lost to violence, disease, malnutrition or other relevant factors.

Political empowerment

This category includes mainly measures of the gap between men and women in political decision-making at the highest levels. This concept is captured through the ratio of women to men in minister-level positions and the ratio of women to men in parliamentary positions. In addition, we include the ratio of women to men in terms of years in executive office (prime minister or president) in the last 50 years. A clear drawback in this category is the absence of any variables capturing differences between the participation of women and men at local levels of government. Should such data become available at a global level in future years, they will be considered for inclusion in the Global Gender Gap Index.

Construction of the Index

The Global Gender Gap Index is constructed using a four-step process, outlined below.

Convert to ratios

First, all data are converted to female/male ratios. For example, a country with 20% of women in ministerial positions is assigned a ratio of 20 women /80 men = 0.25 on this variable. This is to ensure that the Index is capturing gaps between women and men's attainment levels, rather than the levels themselves.

Truncate data at equality benchmark

As a second step, these ratios are truncated at the "equality benchmark". On all variables, except the two health variables, this equality benchmark is considered to be 1, meaning equal numbers of women and men. In the case of the sex ratio at birth, the equality benchmark is set to be 0.944,² and the healthy life expectancy benchmark is set to be 1.06.³ Truncating the data at the equality benchmarks for each variable translates to assigning the same score to a country that has reached parity between women and men and one where women have surpassed men.

The type of scale chosen determines whether the Index is rewarding women's empowerment or gender equality.⁴ To capture gender equality, two possible scales were considered. One was a *negative-positive scale* capturing the size and direction of the gender gap. This scale essentially penalizes either men's advantage over women or women's advantage over men, and gives the highest points to absolute equality. The second was a *one-sided scale* that measures how close women are to reaching parity with men but does not reward or penalize countries for having a gender gap in the other direction. Thus it does not reward countries for having exceeded the parity

Table 1: Structure of the Global Gender Gap Index

Subindex	Variable	Source
Economic Participation and Opportunity	Ratio: Female labour force participation over male value	International Labour Organization, <i>Key Indicators of the Labour Force Market (KILM)</i> , 2009.
	Wage equality between women and men for similar work (converted to female-over-male ratio)	World Economic Forum, <i>Executive Opinion Survey 2011</i>
	Ratio: Estimated female earned income over male value	World Economic Forum, calculations based on the United Nations Development Programme methodology (refer to the <i>Human Development Report 2009</i>).
	Ratio: Female legislators, senior officials and managers over male value	International Labour Organization, <i>LABORSTA Internet</i> , online database, 2008 or latest data available; United Nations Development Programme, <i>Human Development Report 2009</i> , the most recent year available between 1999 and 2007.
	Ratio: Female professional and technical workers over male value	International Labour Organization, <i>LABORSTA Internet</i> , online database, 2008 or latest data available; United Nations Development Programme, <i>Human Development Report 2009</i> , the most recent year available between 1999 and 2007.
Educational Attainment	Ratio: Female literacy rate over male value	UNESCO Institute for Statistics, <i>Education Indicators</i> , 2009 or latest data available; World Bank's <i>World Development Indicators & Global Development Finance</i> , online database, 2009 or latest available data; United Nations Development Programme, <i>Human Development Report 2009</i> , the most recent year available between 1997 and 2007.
	Ratio: Female net primary level enrolment over male value	UNESCO Institute for Statistics, <i>Education Indicators</i> , 2010 or latest data available; World Bank's <i>World Development Indicators & Global Development Finance</i> , online database, 2009 or latest available data.
	Ratio: Female net secondary level enrolment over male value	UNESCO Institute for Statistics, <i>Education Indicators</i> , 2010 or latest data available; World Bank's <i>World Development Indicators & Global Development Finance</i> , online database, 2009 or latest available data.
	Ratio: Female gross tertiary level enrolment over male value	UNESCO Institute for Statistics, <i>Education Indicators</i> , 2010 or latest data available; World Bank's <i>World Development Indicators & Global Development Finance</i> , online database, 2009 or latest available data.
Health and Survival	Sex ratio at birth (converted to female-over-male ratio)	Central Intelligence Agency, <i>The CIA World Factbook</i> , data updated weekly, 2011.
	Ratio: Female healthy life expectancy over male value	World Health Organization, <i>Global Health Observatory database</i> , data from 2007.
Political Empowerment	Ratio: Women with seats in parliament over male value	Inter-Parliamentary Union — <i>National Women in Parliaments</i> , 30 June 2011.
	Ratio: Women at ministerial level over male value	Inter-Parliamentary Union, <i>Women in Politics: 2010</i> , up to January 2010 or latest available data.
	Ratio: Number of years of a female head of state or government (last 50 years) over male value	World Economic Forum calculations, as of 30 June 2011.

Note: In instances of multiple sources, the first source listed is the primary source, followed by the secondary source if data were not available from the primary source; if data were not available from the primary or secondary sources, the third source listed was used.

benchmark. We find the one-sided scale more appropriate for our purposes.

Calculate subindex scores

The third step in the process involves calculating the weighted average of the variables within each subindex to create the subindex scores. Averaging the different

variables would implicitly give more weight to the measure that exhibits the largest variability or standard deviation. We therefore first normalize the variables by equalizing their standard deviations. For example, within the educational attainment subindex, standard deviations for each of the four variables are calculated. Then we determine what a 1% point change would translate to in terms

Table 2: Calculation of weights within each subindex

Economic Participation and Opportunity Subindex	Standard deviation	Standard deviation per 1% point change	Weight
Ratio: Female labour force participation over male value	0.160	0.063	0.199
Wage equality between women and men for similar work (converted to female-over-male ratio)	0.103	0.097	0.310
Ratio: Estimated female earned income over male value	0.144	0.069	0.221
Ratio: Female legislators, senior officials, and managers over male value	0.214	0.047	0.149
Ratio: Female professional and technical workers over male value	0.262	0.038	0.121
TOTAL			1
Educational Attainment Subindex	Standard deviation	Standard deviation per 1% point change	Weight
Ratio: Female literacy rate over male value	0.145	0.069	0.191
Ratio: Female net primary level enrolment over male value	0.060	0.167	0.459
Ratio: Female net secondary level enrolment over male value	0.120	0.083	0.230
Ratio: Female gross tertiary enrolment over male value	0.228	0.044	0.121
TOTAL			1
Health and Survival Subindex	Standard deviation	Standard deviation per 1% point change	Weight
Ratio: Female healthy life expectancy over male value	0.023	0.441	0.307
Sex ratio at birth (converted to female-over-male ratio)	0.010	0.998	0.693
TOTAL			1
Health and Survival Subindex	Standard deviation	Standard deviation per 1% point change	Weight
Ratio: Women with seats in parliament over male value	0.166	0.060	0.310
Ratio: Women at ministerial level over male value	0.208	0.048	0.247
Ratio: Number of years of a female head of state (last 50 years) over male value	0.116	0.086	0.443
TOTAL			1

of standard deviations by dividing 0.01 by the standard deviation for each variable. These four values are then used as weights to calculate the weighted average of the four variables. This way of weighting variables essentially allows us to make sure that each variable has the same relative impact on the subindex. For example, a variable with a small variability or standard deviation, such as primary enrolment rate, gets a larger weight within the educational attainment subindex than a variable with a larger variability, such as tertiary enrolment rate. Therefore, a country with a large gender gap in primary education (a variable where most countries have achieved near-parity between women and men) will be more heavily penalized. Similarly, within the health and survival subindex, in the case of the sex ratio variable, where most countries have a very high sex ratio and the spread of the data is small, the larger weight will penalize more heavily those countries that deviate from this value. Table 2 displays the values of the weights used in the Global Gender Gap Index 2006.⁵

Calculate final scores

In the case of all subindexes, the highest possible score is 1 (equality) and the lowest possible score is 0 (inequality), thus binding the scores between inequality and equality benchmarks.⁶ An un-weighted average of each subindex score is taken to create the overall Global Gender Gap Index score. As in the case of the subindexes, this

final value is bound between 1 (equality) and 0 (inequality), thus allowing for comparisons relative to ideal standards of equality in addition to relative country rankings.⁷ The equality and inequality benchmarks remain fixed across time, allowing the reader to track individual country progress in relation to an ideal standard of equality. Furthermore, we hope that the option of roughly interpreting the final Index scores as a percentage value that reveals how much of the gender gap a country has closed makes the Index more intuitively appealing to readers.⁸

The Global Gender Gap Index 2011 rankings

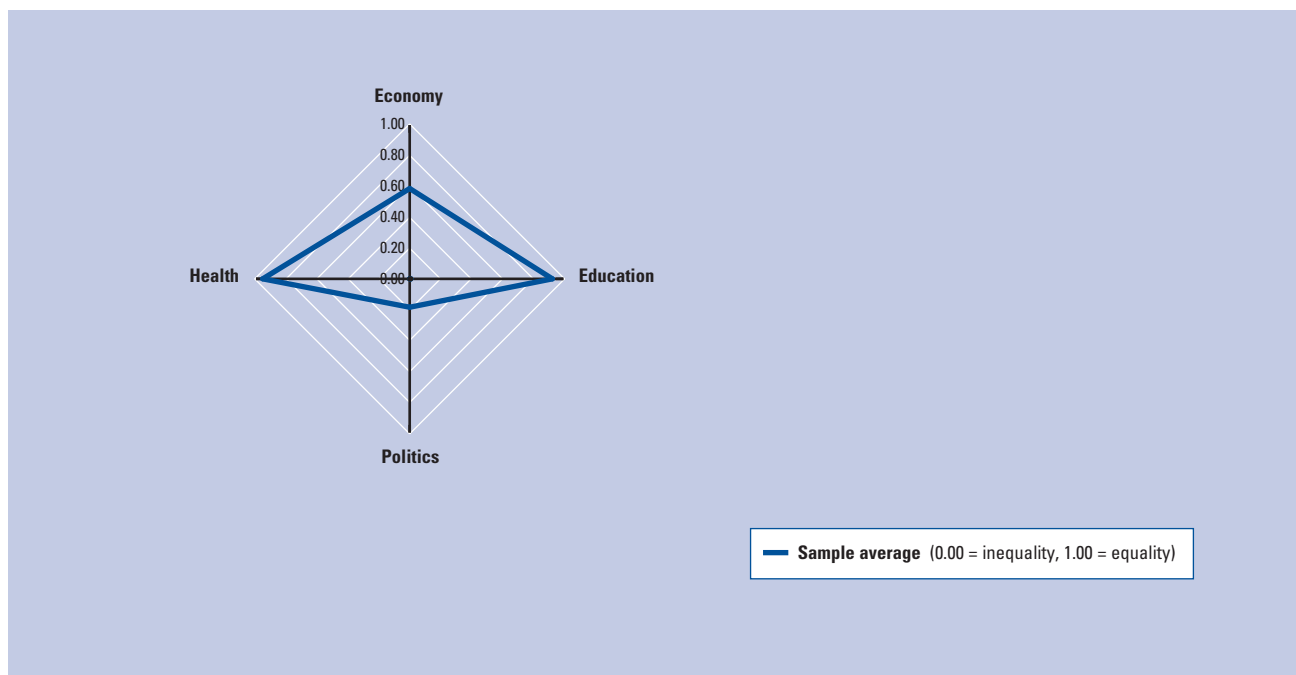
We aim to include a maximum number of countries in the *Report* every year, within the constraints posed by data availability. To be included in the *Report*, a country must have data available for a minimum of 12 indicators out of the 14 that enter the Index.

Country coverage 2011

In 2011, we have been able to include all 134 countries covered in the 2010 edition of the *Report* as well as one new country—Burundi—thus resulting in a total of 135 countries. Of these, 114 have been included in the *Report* since the first edition and another 13 since the second edition.

Nearly 200 countries were considered for inclusion this year. Out of the 135 ultimately covered in

Figure 1: Global patterns, 2011



Source: Global Gender Gap Index 2011; scores are weighted by population.

this *Report*, 19 countries had one data point missing: Angola (Professional and technical workers); Benin (Professional and technical workers); Brunei Darussalam (Women in parliament); Chad (Professional and technical workers); Ghana (Professional and technical workers); Guyana (Enrolment in secondary education); Honduras (Enrolment in secondary education); India (Professional and technical workers); Jordan (Legislators and technical workers); Kenya (Professional and technical workers); Luxembourg (Professional and technical workers); Malawi (Professional and technical workers); Maldives (Wage equality for similar work [survey]); Mali (Professional and technical workers); Pakistan (Estimated earned income [PPP US\$]); Russian Federation (Enrolment in secondary education); Singapore (Enrolment in tertiary education); Tunisia (Professional and technical workers); and Zimbabwe (Estimated earned income [PPP US\$]).

Another 12 countries had two variables missing: Albania (Legislators, senior officials and managers; Professional and technical workers); Bahamas (Wage equality for similar work [survey]; (Estimated earned income [PPP US\$]); Burundi (Legislators, senior officials and managers; Professional and technical workers); Côte d'Ivoire (Legislators, senior officials, and managers; Professional and technical workers); Cuba (Wage equality for similar work [survey]; Estimated earned income [PPP US\$]); Fiji (Wage equality for similar work (survey); Women in parliament); Gambia (Legislators, senior officials, and managers; Professional and technical workers);

Guatemala (Legislators, senior officials, and managers; Professional and technical workers); Mozambique (Legislators, senior officials, and managers; Professional and technical workers); Nigeria (Legislators, senior officials, and managers; Professional and technical workers); Senegal (Legislators, senior officials, and managers; Professional and technical workers); and Tajikistan (Legislators, senior officials, and managers; Professional and technical workers).

Global patterns

The detailed rankings from this year's Index are shown in Tables 3 through 5.

Table 3a displays the 2011 rankings and provides comparisons with rankings in 2010, 2009, 2008, 2007 and 2006. Table 3b displays the complete 2011 rankings, including the four subindex scores and ranks. Table 3c provides the year-to-year score changes over the last six years. Out of the 114 countries that have been covered in 2006, 2007, 2008, 2009, 2010 and 2011, 97 countries (85%) have improved their performance over the last four years, while 17 (15%) have shown widening gaps.

Figure 1 shows a global snapshot of the gender gap in the four subindexes. It shows that the 135 countries covered in the *Report*, representing over 90% of the world's population, have closed almost 96% of the gap in health outcomes between women and men and almost 93% of the gap in educational attainment. However, the gap between women and men on economic participation and

Table 3a: The Global Gender Gap Index 2011 rankings: Comparisons with 2010, 2009, 2008, 2007 and 2006

Country	2011 rank	2011 score	2011 rank among 2010 countries	2010 rank	2010 score	2009 rank	2009 score	2008 rank	2008 score	2007 rank	2007 score	2006 rank	2006 score
Iceland	1	0.8530	1	1	0.8496	1	0.8276	4	0.7999	4	0.7836	4	0.7813
Norway	2	0.8404	2	2	0.8404	3	0.8227	1	0.8239	2	0.8059	2	0.7994
Finland	3	0.8383	3	3	0.8260	2	0.8252	2	0.8195	3	0.8044	3	0.7958
Sweden	4	0.8044	4	4	0.8024	4	0.8139	3	0.8139	1	0.8146	1	0.8133
Ireland	5	0.7830	5	6	0.7773	8	0.7597	8	0.7518	9	0.7457	10	0.7335
New Zealand	6	0.7810	6	5	0.7808	5	0.7880	5	0.7859	5	0.7649	7	0.7509
Denmark	7	0.7778	7	7	0.7719	7	0.7628	7	0.7538	8	0.7519	8	0.7462
Philippines	8	0.7685	8	9	0.7654	9	0.7579	6	0.7568	6	0.7629	6	0.7516
Lesotho	9	0.7666	9	8	0.7678	10	0.7495	16	0.7320	26	0.7078	43	0.6807
Switzerland	10	0.7627	10	10	0.7562	13	0.7426	14	0.7360	40	0.6924	26	0.6997
Germany	11	0.7590	11	13	0.7530	12	0.7449	11	0.7394	7	0.7618	5	0.7524
Spain	12	0.7580	12	11	0.7554	17	0.7345	17	0.7281	10	0.7444	11	0.7319
Belgium	13	0.7531	13	14	0.7509	33	0.7165	28	0.7163	19	0.7198	20	0.7078
South Africa	14	0.7478	14	12	0.7535	6	0.7709	22	0.7232	20	0.7194	18	0.7125
Netherlands	15	0.7470	15	17	0.7444	11	0.7490	9	0.7399	12	0.7383	12	0.7250
United Kingdom	16	0.7462	16	15	0.7460	15	0.7402	13	0.7366	11	0.7441	9	0.7365
United States	17	0.7412	17	19	0.7411	31	0.7173	27	0.7179	31	0.7002	23	0.7042
Canada	18	0.7407	18	20	0.7372	25	0.7196	31	0.7136	18	0.7198	14	0.7165
Latvia	19	0.7399	19	18	0.7429	14	0.7416	10	0.7397	13	0.7333	19	0.7091
Cuba	20	0.7394	20	24	0.7253	29	0.7176	25	0.7195	22	0.7169	—	—
Trinidad and Tobago	21	0.7372	21	21	0.7353	19	0.7298	19	0.7245	46	0.6859	45	0.6797
Bahamas	22	0.7340	22	36	0.7128	28	0.7179	—	—	—	—	—	—
Australia	23	0.7291	23	23	0.7271	20	0.7282	21	0.7241	17	0.7204	15	0.7163
Burundi*	24	0.7270	—	—	—	—	—	—	—	—	—	—	—
Costa Rica	25	0.7266	24	28	0.7194	27	0.7180	32	0.7111	28	0.7014	30	0.6936
Mozambique	26	0.7251	25	22	0.7329	26	0.7195	18	0.7266	43	0.6883	—	—
Nicaragua	27	0.7245	26	30	0.7176	49	0.7002	71	0.6747	90	0.6458	62	0.6566
Argentina	28	0.7236	27	29	0.7187	24	0.7211	24	0.7209	33	0.6982	41	0.6829
Uganda	29	0.7220	28	33	0.7169	40	0.7067	43	0.6981	50	0.6833	47	0.6797
Luxembourg	30	0.7216	29	26	0.7231	63	0.6889	66	0.6802	58	0.6786	56	0.6671
Sri Lanka	31	0.7212	30	16	0.7458	16	0.7402	12	0.7371	15	0.7230	13	0.7199
Namibia	32	0.7177	31	25	0.7238	32	0.7167	30	0.7141	29	0.7012	38	0.6864
Barbados	33	0.7170	32	31	0.7176	21	0.7236	26	0.7188	—	—	—	—
Austria	34	0.7165	33	37	0.7091	42	0.7031	29	0.7153	27	0.7060	27	0.6986
Portugal	35	0.7144	34	32	0.7171	46	0.7013	39	0.7051	37	0.6959	33	0.6922
Mongolia	36	0.7140	35	27	0.7194	22	0.7221	40	0.7049	62	0.6731	42	0.6821
Lithuania	37	0.7131	36	35	0.7132	30	0.7175	23	0.7222	14	0.7234	21	0.7077
Guyana	38	0.7084	37	38	0.7090	35	0.7108	—	—	—	—	—	—
Moldova	39	0.7083	38	34	0.7160	36	0.7104	20	0.7244	21	0.7172	17	0.7128
Panama	40	0.7042	39	39	0.7072	43	0.7024	34	0.7095	38	0.6954	31	0.6935
Slovenia	41	0.7041	40	42	0.7047	52	0.6982	51	0.6937	49	0.6842	51	0.6745
Poland	42	0.7038	41	43	0.7037	50	0.6998	49	0.6951	60	0.6756	44	0.6802
Russian Federation	43	0.7037	42	45	0.7036	51	0.6987	42	0.6994	45	0.6866	49	0.6770
Kyrgyz Republic	44	0.7036	43	51	0.6973	41	0.7058	41	0.7045	70	0.6653	52	0.6742
Ecuador	45	0.7035	44	40	0.7072	23	0.7220	35	0.7091	44	0.6881	82	0.6433
Chile	46	0.7030	45	48	0.7013	64	0.6884	65	0.6818	86	0.6482	78	0.6455
Jamaica	47	0.7028	46	44	0.7037	48	0.7013	44	0.6980	39	0.6925	25	0.7014
France	48	0.7018	47	46	0.7025	18	0.7331	15	0.7341	51	0.6824	70	0.6520
Kazakhstan	49	0.7010	48	41	0.7055	47	0.7013	45	0.6976	32	0.6983	32	0.6928
Croatia	50	0.7006	49	53	0.6939	54	0.6944	46	0.6967	16	0.7210	16	0.7145
Bulgaria	51	0.6987	50	50	0.6983	38	0.7072	36	0.7077	25	0.7085	37	0.6870
Estonia	52	0.6983	51	47	0.7018	37	0.7094	37	0.7076	30	0.7008	29	0.6944
Macedonia, FYR	53	0.6966	52	49	0.6996	53	0.6950	53	0.6914	35	0.6967	28	0.6983
Honduras	54	0.6945	53	54	0.6927	62	0.6893	47	0.6960	68	0.6661	74	0.6483
Israel	55	0.6926	54	52	0.6957	45	0.7019	56	0.6900	36	0.6965	35	0.6889
Greece	56	0.6916	55	58	0.6908	85	0.6662	75	0.6727	72	0.6648	69	0.6540
Singapore	57	0.6914	56	56	0.6914	84	0.6664	84	0.6625	77	0.6609	65	0.6550
Uruguay	58	0.6907	57	59	0.6897	57	0.6936	54	0.6907	78	0.6608	66	0.6549
Tanzania	59	0.6904	58	66	0.6829	73	0.6797	38	0.7068	34	0.6969	24	0.7038
Thailand	60	0.6892	59	57	0.6910	59	0.6907	52	0.6917	52	0.6815	40	0.6831
China	61	0.6866	60	61	0.6881	60	0.6907	57	0.6878	73	0.6643	63	0.6561
Bolivia	62	0.6862	61	76	0.6751	82	0.6693	80	0.6667	80	0.6574	87	0.6335
Venezuela	63	0.6861	62	64	0.6863	69	0.6839	59	0.6875	55	0.6797	57	0.6664
Ukraine	64	0.6861	63	63	0.6869	61	0.6896	62	0.6856	57	0.6790	48	0.6797
Malawi	65	0.6850	64	68	0.6824	76	0.6738	81	0.6664	87	0.6480	81	0.6437
Botswana	66	0.6832	65	62	0.6876	39	0.7071	63	0.6839	53	0.6797	34	0.6897
Paraguay	67	0.6818	66	69	0.6804	66	0.6868	100	0.6379	69	0.6659	64	0.6556
Romania	68	0.6812	67	67	0.6826	70	0.6805	70	0.6763	47	0.6859	46	0.6797

(Cont'd.)

Table 3a: The Global Gender Gap Index 2011 rankings: Comparisons with 2010, 2009, 2008, 2007 and 2006 (cont'd.)

Country	2011 rank	2011 score	2011 rank among 2010 countries	2010 rank	2010 score	2009 rank	2009 score	2008 rank	2008 score	2007 rank	2007 score	2006 rank	2006 score
Bangladesh	69	0.6812	68	82	0.6702	93	0.6526	90	0.6531	100	0.6314	91	0.6270
Ghana	70	0.6811	69	70	0.6782	80	0.6704	77	0.6679	63	0.6725	58	0.6653
Madagascar	71	0.6797	70	80	0.6713	77	0.6732	74	0.6736	89	0.6461	84	0.6385
Slovak Republic	72	0.6797	71	71	0.6778	68	0.6845	64	0.6824	54	0.6797	50	0.6757
Peru	73	0.6796	72	60	0.6895	44	0.7024	48	0.6959	75	0.6624	60	0.6619
Italy	74	0.6796	73	74	0.6765	72	0.6798	67	0.6788	84	0.6498	77	0.6456
Czech Republic	75	0.6789	74	65	0.6850	74	0.6789	69	0.6770	64	0.6718	53	0.6712
Brunei Darussaleem	76	0.6787	75	77	0.6748	94	0.6524	99	0.6392	—	—	—	—
Gambia, The	77	0.6763	76	75	0.6762	75	0.6752	85	0.6622	95	0.6421	79	0.6448
Albania	78	0.6748	77	78	0.6726	91	0.6601	87	0.6591	66	0.6685	61	0.6607
Vietnam	79	0.6732	78	72	0.6776	71	0.6802	68	0.6778	42	0.6889	—	—
Colombia	80	0.6714	79	55	0.6927	56	0.6939	50	0.6944	24	0.7090	22	0.7049
Dominican Republic	81	0.6682	80	73	0.6774	67	0.6859	72	0.6744	65	0.6705	59	0.6639
Brazil	82	0.6679	81	85	0.6655	81	0.6695	73	0.6737	74	0.6637	67	0.6543
Malta	83	0.6658	82	83	0.6695	88	0.6635	83	0.6634	76	0.6615	71	0.6518
Armenia	84	0.6654	83	84	0.6669	90	0.6619	78	0.6677	71	0.6651	—	—
Hungary	85	0.6642	84	79	0.6720	65	0.6879	60	0.6867	61	0.6731	55	0.6698
Georgia	86	0.6624	85	88	0.6598	83	0.6680	82	0.6654	67	0.6665	54	0.6700
Angola	87	0.6624	86	81	0.6712	106	0.6353	114	0.6032	110	0.6034	96	0.6039
Zimbabwe	88	0.6607	87	92	0.6574	95	0.6518	92	0.6485	88	0.6464	76	0.6461
Mexico	89	0.6604	88	91	0.6577	98	0.6503	97	0.6441	93	0.6441	75	0.6462
Indonesia	90	0.6594	89	87	0.6615	92	0.6580	93	0.6473	81	0.6550	68	0.6541
Azerbaijan	91	0.6577	90	100	0.6446	89	0.6626	61	0.6856	59	0.6781	—	—
Senegal	92	0.6573	91	101	0.6414	102	0.6427	—	—	—	—	—	—
Cyprus	93	0.6567	92	86	0.6642	79	0.6706	76	0.6694	82	0.6522	83	0.6430
El Salvador	94	0.6567	93	90	0.6596	55	0.6939	58	0.6875	48	0.6853	39	0.6837
Mauritius	95	0.6529	94	95	0.6520	96	0.6513	95	0.6466	85	0.6487	88	0.6328
Tajikistan	96	0.6526	95	89	0.6598	86	0.6661	89	0.6541	79	0.6578	—	—
Malaysia	97	0.6525	96	98	0.6479	100	0.6467	96	0.6442	92	0.6444	72	0.6509
Japan	98	0.6514	97	94	0.6524	101	0.6447	98	0.6434	91	0.6455	80	0.6447
Kenya	99	0.6493	98	96	0.6499	97	0.6512	88	0.6547	83	0.6508	73	0.6486
Belize	100	0.6489	99	93	0.6536	87	0.6636	86	0.6610	94	0.6426	—	—
Maldives	101	0.6480	100	99	0.6452	99	0.6482	91	0.6501	99	0.6350	—	—
Cambodia	102	0.6464	101	97	0.6482	104	0.6410	94	0.6469	98	0.6353	89	0.6291
United Arab Emirates	103	0.6454	102	103	0.6397	112	0.6198	105	0.6220	105	0.6184	101	0.5919
Suriname	104	0.6395	103	102	0.6407	78	0.6726	79	0.6674	56	0.6794	—	—
Kuwait	105	0.6322	104	105	0.6318	105	0.6356	101	0.6358	96	0.6409	86	0.6341
Zambia	106	0.6300	105	106	0.6293	107	0.6310	106	0.6205	101	0.6288	85	0.6360
Korea, Rep.	107	0.6281	106	104	0.6342	115	0.6146	108	0.6154	97	0.6409	92	0.6157
Tunisia	108	0.6255	107	107	0.6266	109	0.6233	103	0.6295	102	0.6283	90	0.6288
Fiji	109	0.6255	108	108	0.6256	103	0.6414	—	—	—	—	—	—
Bahrain	110	0.6232	109	110	0.6217	116	0.6136	121	0.5927	115	0.5931	102	0.5894
Qatar	111	0.6230	110	117	0.6059	125	0.5907	119	0.5948	109	0.6041	—	—
Guatemala	112	0.6229	111	109	0.6238	111	0.6209	112	0.6072	106	0.6144	95	0.6067
India	113	0.6190	112	112	0.6155	114	0.6151	113	0.6060	114	0.5936	98	0.6011
Mauritania	114	0.6164	113	113	0.6152	119	0.6103	110	0.6117	111	0.6022	106	0.5835
Burkina Faso	115	0.6153	114	111	0.6162	120	0.6081	115	0.6029	117	0.5912	104	0.5854
Ethiopia	116	0.6136	115	121	0.6019	122	0.5948	122	0.5867	113	0.5991	100	0.5946
Jordan	117	0.6117	116	120	0.6048	113	0.6182	104	0.6275	104	0.6203	93	0.6109
Lebanon	118	0.6083	117	116	0.6084	—	—	—	—	—	—	—	—
Cameroon	119	0.6073	118	114	0.6110	118	0.6108	117	0.6017	116	0.5919	103	0.5865
Nigeria	120	0.6011	119	118	0.6055	108	0.6280	102	0.6339	107	0.6122	94	0.6104
Algeria	121	0.5991	120	119	0.6052	117	0.6119	111	0.6111	108	0.6068	97	0.6018
Turkey	122	0.5954	121	126	0.5876	129	0.5828	123	0.5853	121	0.5768	105	0.5850
Egypt	123	0.5933	122	125	0.5899	126	0.5862	124	0.5832	120	0.5809	109	0.5786
Syria	124	0.5896	123	124	0.5926	121	0.6072	107	0.6181	103	0.6216	—	—
Iran, Islamic Rep.	125	0.5894	124	123	0.5933	128	0.5839	116	0.6021	118	0.5903	108	0.5803
Nepal	126	0.5888	125	115	0.6084	110	0.6213	120	0.5942	125	0.5575	111	0.5478
Oman	127	0.5873	126	122	0.5950	123	0.5938	118	0.5960	119	0.5903	—	—
Benin	128	0.5832	127	128	0.5719	131	0.5643	126	0.5582	123	0.5656	110	0.5780
Morocco	129	0.5804	128	127	0.5767	124	0.5926	125	0.5757	122	0.5676	107	0.5827
Côte d'Ivoire	130	0.5773	129	130	0.5691	—	—	—	—	—	—	—	—
Saudi Arabia	131	0.5753	130	129	0.5713	130	0.5651	128	0.5537	124	0.5647	114	0.5242
Mali	132	0.5752	131	131	0.5680	127	0.5860	109	0.6117	112	0.6019	99	0.5996
Pakistan	133	0.5583	132	132	0.5465	132	0.5458	127	0.5549	126	0.5509	112	0.5434
Chad	134	0.5334	133	133	0.5330	133	0.5417	129	0.5290	127	0.5381	113	0.5247
Yemen	135	0.4873	134	134	0.4603	134	0.4609	130	0.4664	128	0.4510	115	0.4595

* New country 2011

Table 3b: Detailed rankings, 2011

Country	Overall		Economic Participation and Opportunity		Educational Attainment		Health and Survival		Political Empowerment	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Iceland	1	0.8530	24	0.7453	1	1.0000	96	0.9696	1	0.6971
Norway	2	0.8404	5	0.8302	1	1.0000	92	0.9697	3	0.5616
Finland	3	0.8383	12	0.7681	26	0.9995	1	0.9796	2	0.6060
Sweden	4	0.8044	7	0.7933	41	0.9957	82	0.9729	4	0.4557
Ireland	5	0.7830	30	0.7322	1	1.0000	72	0.9741	6	0.4257
New Zealand	6	0.7810	11	0.7747	1	1.0000	92	0.9697	8	0.3797
Denmark	7	0.7778	13	0.7672	1	1.0000	68	0.9743	10	0.3696
Philippines	8	0.7685	15	0.7632	1	1.0000	1	0.9796	16	0.3314
Lesotho	9	0.7666	2	0.8740	1	1.0000	1	0.9796	35	0.2130
Switzerland	10	0.7627	28	0.7419	68	0.9899	75	0.9738	13	0.3453
Germany	11	0.7590	32	0.7270	50	0.9942	49	0.9784	15	0.3364
Spain	12	0.7580	74	0.6328	37	0.9970	56	0.9761	5	0.4260
Belgium	13	0.7531	36	0.7187	63	0.9909	46	0.9787	17	0.3241
South Africa	14	0.7478	58	0.6653	86	0.9810	102	0.9677	9	0.3773
Netherlands	15	0.7470	27	0.7432	32	0.9985	92	0.9697	26	0.2766
United Kingdom	16	0.7462	33	0.7224	1	1.0000	91	0.9698	23	0.2927
United States	17	0.7412	6	0.7999	1	1.0000	39	0.9792	39	0.1857
Canada	18	0.7407	10	0.7759	31	0.9989	49	0.9784	36	0.2095
Latvia	19	0.7399	22	0.7498	1	1.0000	1	0.9796	33	0.2300
Cuba	20	0.7394	57	0.6656	23	1.0000	69	0.9743	18	0.3180
Trinidad and Tobago	21	0.7372	39	0.7108	49	0.9944	1	0.9796	31	0.2642
Bahamas	22	0.7340	1	0.9135	1	1.0000	1	0.9796	117	0.0430
Australia	23	0.7291	18	0.7565	1	1.0000	74	0.9739	38	0.1861
Burundi*	24	0.7270	4	0.8355	119	0.8565	98	0.9685	32	0.2477
Costa Rica	25	0.7266	97	0.5935	1	1.0000	66	0.9747	14	0.3382
Mozambique	26	0.7251	9	0.7816	124	0.8121	111	0.9612	12	0.3457
Nicaragua	27	0.7245	79	0.6187	25	0.9996	58	0.9758	21	0.3040
Argentina	28	0.7236	84	0.6124	51	0.9941	1	0.9796	20	0.3084
Uganda	29	0.7220	42	0.7088	107	0.9173	1	0.9796	25	0.2824
Luxembourg	30	0.7216	25	0.7449	1	1.0000	67	0.9743	48	0.1673
Sri Lanka	31	0.7212	102	0.5598	103	0.9329	1	0.9796	7	0.4126
Namibia	32	0.7177	31	0.7273	34	0.9983	105	0.9671	41	0.1780
Barbados	33	0.7170	8	0.7843	1	1.0000	1	0.9796	82	0.1042
Austria	34	0.7165	77	0.6245	76	0.9886	46	0.9787	27	0.2744
Portugal	35	0.7144	59	0.6626	55	0.9932	71	0.9742	34	0.2278
Mongolia	36	0.7140	3	0.8500	47	0.9946	1	0.9796	125	0.0318
Lithuania	37	0.7131	26	0.7440	60	0.9914	1	0.9796	65	0.1376
Guyana	38	0.7084	88	0.5985	75	0.9886	45	0.9789	28	0.2678
Moldova	39	0.7083	14	0.7641	64	0.9909	1	0.9796	88	0.0988
Panama	40	0.7042	51	0.6797	54	0.9937	65	0.9753	47	0.1679
Slovenia	41	0.7041	34	0.7205	36	0.9977	64	0.9755	71	0.1227
Poland	42	0.7038	65	0.6530	28	0.9994	48	0.9785	40	0.1843
Russian Federation	43	0.7037	29	0.7373	33	0.9985	41	0.9791	84	0.0999
Kyrgyz Republic	44	0.7036	43	0.7071	39	0.9960	1	0.9796	68	0.1318
Ecuador	45	0.7035	99	0.5838	77	0.9877	58	0.9758	29	0.2668
Chile	46	0.7030	106	0.5411	40	0.9957	1	0.9796	22	0.2958
Jamaica	47	0.7028	21	0.7508	83	0.9849	1	0.9796	92	0.0961
France	48	0.7018	61	0.6587	1	1.0000	1	0.9796	46	0.1691
Kazakhstan	49	0.7010	23	0.7491	43	0.9954	1	0.9796	98	0.0801
Croatia	50	0.7006	56	0.6676	44	0.9954	1	0.9796	53	0.1598
Bulgaria	51	0.6987	48	0.6867	58	0.9923	41	0.9791	67	0.1367
Estonia	52	0.6983	35	0.7201	38	0.9967	51	0.9773	87	0.0989
Macedonia, FYR	53	0.6966	53	0.6761	71	0.9892	125	0.9551	49	0.1660
Honduras	54	0.6945	91	0.5972	29	0.9991	53	0.9762	37	0.2053
Israel	55	0.6926	55	0.6721	78	0.9874	92	0.9697	59	0.1412
Greece	56	0.6916	78	0.6242	53	0.9938	86	0.9712	42	0.1772
Singapore	57	0.6914	16	0.7585	100	0.9381	101	0.9677	83	0.1014
Uruguay	58	0.6907	60	0.6621	35	0.9982	1	0.9796	70	0.1229
Tanzania	59	0.6904	63	0.6571	114	0.8779	111	0.9612	30	0.2653
Thailand	60	0.6892	41	0.7090	82	0.9855	1	0.9796	97	0.0828
China	61	0.6866	50	0.6825	85	0.9815	133	0.9327	57	0.1496
Bolivia	62	0.6862	72	0.6352	95	0.9646	84	0.9719	45	0.1732
Venezuela	63	0.6861	82	0.6159	30	0.9990	1	0.9796	56	0.1500
Ukraine	64	0.6861	44	0.7037	24	0.9997	56	0.9761	106	0.0648
Malawi	65	0.6850	45	0.7003	112	0.8972	100	0.9683	44	0.1740
Botswana	66	0.6832	37	0.7185	1	1.0000	126	0.9549	111	0.0595
Paraguay	67	0.6818	69	0.6436	46	0.9948	58	0.9758	73	0.1129
Romania	68	0.6812	46	0.6943	45	0.9950	41	0.9791	112	0.0563

(Cont'd.)

Table 3b: Detailed rankings, 2011 (cont'd.)

Country	Overall		Economic Participation and Opportunity		Educational Attainment		Health and Survival		Political Empowerment	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Bangladesh	69	0.6812	118	0.4932	108	0.9168	123	0.9557	11	0.3591
Ghana	70	0.6811	17	0.7581	111	0.9027	104	0.9674	91	0.0962
Madagascar	71	0.6797	52	0.6781	91	0.9720	81	0.9732	93	0.0957
Slovakia	72	0.6797	73	0.6335	1	1.0000	1	0.9796	79	0.1059
Peru	73	0.6796	85	0.6109	88	0.9796	108	0.9658	50	0.1622
Italy	74	0.6796	90	0.5976	48	0.9945	75	0.9738	55	0.1525
Czech Republic	75	0.6789	94	0.5961	1	1.0000	39	0.9792	60	0.1403
Brunei Darussalam	76	0.6787	20	0.7552	52	0.9938	108	0.9658	132	0.0000
Gambia, The	77	0.6763	19	0.7561	122	0.8320	1	0.9796	66	0.1375
Albania	78	0.6748	38	0.7129	87	0.9809	135	0.9268	99	0.0784
Vietnam	79	0.6732	40	0.7106	104	0.9257	130	0.9458	76	0.1107
Colombia	80	0.6714	89	0.5984	42	0.9955	41	0.9791	74	0.1125
Dominican Republic	81	0.6682	92	0.5969	1	1.0000	88	0.9711	80	0.1049
Brazil	82	0.6679	68	0.6490	66	0.9904	1	0.9796	114	0.0526
Malta	83	0.6658	110	0.5281	1	1.0000	72	0.9741	52	0.1611
Armenia	84	0.6654	62	0.6580	27	0.9994	131	0.9419	108	0.0623
Hungary	85	0.6642	64	0.6537	56	0.9926	1	0.9796	127	0.0310
Georgia	86	0.6624	54	0.6725	67	0.9900	128	0.9480	120	0.0390
Angola	87	0.6624	96	0.5937	126	0.7864	1	0.9796	24	0.2898
Zimbabwe	88	0.6607	66	0.6503	102	0.9355	129	0.9458	75	0.1112
Mexico	89	0.6604	109	0.5318	61	0.9913	1	0.9796	63	0.1390
Indonesia	90	0.6594	101	0.5642	93	0.9671	106	0.9663	61	0.1400
Azerbaijan	91	0.6577	70	0.6420	73	0.9891	132	0.9331	103	0.0665
Senegal	92	0.6573	47	0.6884	123	0.8247	80	0.9734	58	0.1429
Cyprus	93	0.6567	80	0.6175	89	0.9776	90	0.9701	109	0.0618
El Salvador	94	0.6567	108	0.5405	72	0.9891	1	0.9796	72	0.1176
Mauritius	95	0.6529	105	0.5441	74	0.9888	1	0.9796	86	0.0992
Tajikistan	96	0.6526	49	0.6827	113	0.8839	122	0.9559	94	0.0881
Malaysia	97	0.6525	95	0.5941	65	0.9906	78	0.9736	115	0.0517
Japan	98	0.6514	100	0.5673	80	0.9862	1	0.9796	101	0.0724
Kenya	99	0.6493	83	0.6159	101	0.9362	102	0.9677	100	0.0773
Belize	100	0.6489	81	0.6162	1	1.0000	1	0.9796	132	0.0000
Maldives	101	0.6480	86	0.6019	69	0.9896	111	0.9612	119	0.0392
Cambodia	102	0.6464	75	0.6315	116	0.8651	1	0.9796	78	0.1093
United Arab Emirates	103	0.6454	119	0.4898	59	0.9914	111	0.9612	62	0.1394
Suriname	104	0.6395	114	0.5084	62	0.9911	70	0.9742	95	0.0843
Kuwait	105	0.6322	107	0.5407	84	0.9834	111	0.9612	116	0.0435
Zambia	106	0.6300	87	0.6005	120	0.8505	97	0.9690	84	0.0999
Korea, Rep.	107	0.6281	117	0.4934	97	0.9481	78	0.9736	90	0.0972
Tunisia	108	0.6255	126	0.4440	94	0.9662	110	0.9641	69	0.1278
Fiji	109	0.6255	116	0.4972	70	0.9893	1	0.9796	123	0.0358
Bahrain	110	0.6232	115	0.5079	81	0.9862	111	0.9612	122	0.0376
Qatar	111	0.6230	104	0.5473	57	0.9924	127	0.9522	132	0.0000
Guatemala	112	0.6229	113	0.5236	98	0.9460	1	0.9796	118	0.0422
India	113	0.6190	131	0.3960	121	0.8369	134	0.9312	19	0.3119
Mauritania	114	0.6164	120	0.4639	117	0.8601	1	0.9796	51	0.1620
Burkina Faso	115	0.6153	76	0.6266	129	0.7563	98	0.9685	77	0.1097
Ethiopia	116	0.6136	71	0.6373	131	0.7043	77	0.9737	64	0.1390
Jordan	117	0.6117	127	0.4333	79	0.9869	89	0.9706	113	0.0558
Lebanon	118	0.6083	123	0.4482	90	0.9773	1	0.9796	128	0.0282
Cameroon	119	0.6073	112	0.5252	118	0.8597	111	0.9612	96	0.0830
Nigeria	120	0.6011	93	0.5964	125	0.8090	121	0.9607	121	0.0384
Algeria	121	0.5991	124	0.4452	96	0.9502	107	0.9661	124	0.0350
Turkey	122	0.5954	132	0.3888	106	0.9200	62	0.9755	89	0.0972
Egypt	123	0.5933	122	0.4573	110	0.9081	52	0.9768	126	0.0311
Syria	124	0.5896	129	0.4090	109	0.9135	61	0.9756	110	0.0603
Iran, Islamic Rep.	125	0.5894	125	0.4443	105	0.9251	85	0.9714	130	0.0166
Nepal	126	0.5888	121	0.4606	128	0.7589	111	0.9612	43	0.1745
Oman	127	0.5873	130	0.4068	99	0.9412	62	0.9755	129	0.0256
Benin	128	0.5832	67	0.6494	133	0.6558	111	0.9612	104	0.0664
Morocco	129	0.5804	128	0.4177	115	0.8653	87	0.9712	102	0.0672
Côte d'Ivoire	130	0.5773	103	0.5569	130	0.7073	1	0.9796	105	0.0656
Saudi Arabia	131	0.5753	133	0.3576	92	0.9674	53	0.9762	132	0.0000
Mali	132	0.5752	111	0.5274	132	0.6927	55	0.9761	81	0.1048
Pakistan	133	0.5583	134	0.3446	127	0.7782	123	0.9557	54	0.1547
Chad	134	0.5334	98	0.5930	135	0.5158	111	0.9612	107	0.0638
Yemen	135	0.4873	135	0.3180	134	0.6420	83	0.9727	131	0.0164

* New country 2011

Table 3c: The Global Gender Gap Index 2011: Changes in scores (Detailed)

Country	Change in score (2010–2011)	Change in score (2009–2010)	Change in score (2008–2009)	Change in score (2007–2008)	Change in score (2006–2007)	Change in score (2006–2011)
Iceland	0.0034	0.0220	0.0277	0.0164	0.0023	0.0717
Norway	0.0000	0.0177	-0.0011	0.0180	0.0065	0.0410
Finland	0.0123	0.0008	0.0057	0.0151	0.0086	0.0425
Sweden	0.0020	-0.0116	0.0000	-0.0007	0.0014	-0.0089
Ireland	0.0057	0.0177	0.0079	0.0061	0.0122	0.0495
New Zealand	0.0002	-0.0072	0.0021	0.0210	0.0140	0.0301
Denmark	0.0059	0.0091	0.0090	0.0019	0.0057	0.0315
Philippines	0.0031	0.0076	0.0011	-0.0061	0.0113	0.0170
Lesotho	-0.0012	0.0183	0.0176	0.0242	0.0271	0.0859
Switzerland	0.0065	0.0136	0.0066	0.0436	-0.0073	0.0630
Germany	0.0060	0.0080	0.0055	-0.0224	0.0094	0.0066
Spain	0.0026	0.0209	0.0063	-0.0162	0.0125	0.0261
Belgium	0.0022	0.0344	0.0003	-0.0035	0.0120	0.0453
South Africa	-0.0056	-0.0175	0.0477	0.0038	0.0069	0.0353
Netherlands	0.0026	-0.0046	0.0091	0.0016	0.0133	0.0220
United Kingdom	0.0002	0.0058	0.0036	-0.0075	0.0076	0.0098
United States	0.0001	0.0238	-0.0006	0.0177	-0.0039	0.0371
Canada	0.0035	0.0176	0.0060	-0.0063	0.0034	0.0242
Latvia	-0.0030	0.0013	0.0019	0.0064	0.0242	0.0308
Cuba	0.0142	0.0076	-0.0019	0.0026	—	—
Trinidad and Tobago	0.0019	0.0054	0.0054	0.0385	0.0062	0.0575
Bahamas	0.0212	-0.0050	—	—	—	—
Australia	0.0020	-0.0011	0.0041	0.0037	0.0040	0.0128
Burundi*	—	—	—	—	—	—
Costa Rica	0.0072	0.0014	0.0069	0.0097	0.0078	0.0330
Mozambique	-0.0078	0.0134	-0.0071	0.0383	—	—
Nicaragua	0.0069	0.0175	0.0255	0.0289	-0.0108	0.0679
Argentina	0.0049	-0.0024	0.0002	0.0227	0.0153	0.0407
Uganda	0.0051	0.0102	0.0086	0.0148	0.0036	0.0423
Luxembourg	-0.0015	0.0342	0.0087	0.0016	0.0115	0.0545
Sri Lanka	-0.0246	0.0056	0.0032	0.0141	0.0031	0.0013
Namibia	-0.0062	0.0072	0.0026	0.0129	0.0147	0.0312
Barbados	-0.0006	-0.0060	0.0048	—	—	—
Austria	0.0074	0.0060	-0.0121	0.0092	0.0074	0.0179
Portugal	-0.0026	0.0158	-0.0038	0.0092	0.0037	0.0223
Mongolia	-0.0054	-0.0026	0.0171	0.0318	-0.0090	0.0319
Lithuania	0.0000	-0.0043	-0.0046	-0.0012	0.0157	0.0054
Guyana	-0.0005	-0.0019	—	—	—	—
Moldova	-0.0077	0.0056	-0.0140	0.0071	0.0044	-0.0045
Panama	-0.0031	0.0048	-0.0071	0.0141	0.0019	0.0107
Slovenia	-0.0006	0.0066	0.0045	0.0094	0.0097	0.0296
Poland	0.0001	0.0039	0.0047	0.0194	-0.0046	0.0236
Russian Federation	0.0001	0.0049	-0.0007	0.0128	0.0096	0.0266
Kyrgyz Republic	0.0063	-0.0086	0.0013	0.0392	-0.0088	0.0295
Ecuador	-0.0037	-0.0148	0.0129	0.0210	0.0448	0.0602
Chile	0.0017	0.0129	0.0066	0.0336	0.0027	0.0576
Jamaica	-0.0008	0.0024	0.0032	0.0055	-0.0089	0.0014
France	-0.0007	-0.0306	-0.0010	0.0518	0.0303	0.0498
Kazakhstan	-0.0045	0.0043	0.0037	-0.0006	0.0054	0.0082
Croatia	0.0066	-0.0004	-0.0023	-0.0243	0.0066	-0.0139
Bulgaria	0.0004	-0.0089	-0.0005	-0.0007	0.0215	0.0118
Estonia	-0.0035	-0.0076	0.0018	0.0068	0.0064	0.0039
Macedonia, FYR	-0.0030	0.0046	0.0036	-0.0054	-0.0015	-0.0016
Honduras	0.0017	0.0035	-0.0068	0.0300	0.0178	0.0462
Israel	-0.0031	-0.0061	0.0118	-0.0064	0.0076	0.0037
Greece	0.0008	0.0245	-0.0064	0.0079	0.0107	0.0376
Singapore	0.0000	0.0250	0.0039	0.0017	0.0059	0.0365
Uruguay	0.0010	-0.0039	0.0029	0.0299	0.0058	0.0358
Tanzania	0.0074	0.0032	-0.0271	0.0100	-0.0069	-0.0134
Thailand	-0.0018	0.0003	-0.0010	0.0102	-0.0016	0.0061
China	-0.0014	-0.0026	0.0029	0.0235	0.0082	0.0305
Bolivia	0.0111	0.0058	0.0026	0.0093	0.0239	0.0527
Venezuela	-0.0002	0.0024	-0.0036	0.0078	0.0133	0.0197
Ukraine	-0.0008	-0.0027	0.0041	0.0065	-0.0006	0.0064
Malawi	0.0025	0.0087	0.0074	0.0183	0.0044	0.0413
Botswana	-0.0044	-0.0195	0.0232	0.0041	-0.0100	-0.0065
Paraguay	0.0014	-0.0064	0.0489	-0.0279	0.0103	0.0262
Romania	-0.0014	0.0020	0.0043	-0.0097	0.0062	0.0015
Bangladesh	0.0110	0.0176	-0.0005	0.0216	0.0044	0.0542

(Cont'd.)

Table 3c: The Global Gender Gap Index 2011: Changes in scores (Detailed) (cont'd.)

Country	Change in score (2011–2010)	Change in score (2010–2009)	Change in score (2009–2008)	Change in score (2008–2007)	Change in score (2007–2006)	Change in score (2011–2006)
Ghana	0.0030	0.0078	0.0025	-0.0046	0.0072	0.0158
Madagascar	0.0084	-0.0019	-0.0003	0.0274	0.0076	0.0412
Slovak Republic	0.0019	-0.0067	0.0021	0.0027	0.0040	0.0041
Peru	-0.0099	-0.0128	0.0064	0.0336	0.0005	0.0177
Italy	0.0031	-0.0033	0.0010	0.0290	0.0042	0.0340
Czech Republic	-0.0061	0.0061	0.0019	0.0052	0.0006	0.0078
Brunei Darussalam	0.0039	0.0224	0.0132	—	—	—
Gambia, The	0.0001	0.0010	0.0130	0.0200	-0.0027	0.0315
Albania	0.0021	0.0125	0.0010	-0.0094	0.0078	0.0140
Vietnam	-0.0044	-0.0026	0.0023	-0.0110	—	—
Colombia	-0.0213	-0.0012	-0.0004	-0.0146	0.0041	-0.0335
Dominican Republic	-0.0092	-0.0085	0.0115	0.0039	0.0065	0.0043
Brazil	0.0024	-0.0040	-0.0042	0.0100	0.0094	0.0136
Malta	-0.0037	0.0060	0.0002	0.0019	0.0097	0.0140
Armenia	-0.0015	0.0050	-0.0059	0.0027	—	—
Hungary	-0.0078	-0.0158	0.0012	0.0136	0.0033	-0.0056
Georgia	0.0025	-0.0082	0.0026	-0.0011	-0.0035	-0.0076
Angola	-0.0088	0.0358	0.0321	-0.0002	-0.0005	0.0585
Zimbabwe	0.0033	0.0056	0.0032	0.0021	0.0004	0.0147
Mexico	0.0027	0.0074	0.0062	0.0000	-0.0021	0.0142
Indonesia	-0.0021	0.0035	0.0107	-0.0077	0.0009	0.0053
Azerbaijan	0.0131	-0.0180	-0.0230	0.0075	—	—
Senegal	0.0160	-0.0013	—	—	—	—
Cyprus	-0.0075	-0.0064	0.0012	0.0172	0.0092	0.0137
El Salvador	-0.0029	-0.0343	0.0064	0.0023	0.0016	-0.0270
Mauritius	0.0010	0.0007	0.0047	-0.0022	0.0160	0.0202
Tajikistan	-0.0072	-0.0063	0.0120	-0.0038	—	—
Malaysia	0.0046	0.0012	0.0025	-0.0002	-0.0065	0.0016
Japan	-0.0010	0.0077	0.0013	-0.0021	0.0008	0.0067
Kenya	-0.0007	-0.0013	-0.0035	0.0039	0.0023	0.0007
Belize	-0.0047	-0.0100	0.0026	0.0183	—	—
Maldives	0.0028	-0.0030	-0.0019	0.0151	—	—
Cambodia	-0.0018	0.0073	-0.0059	0.0116	0.0062	0.0173
United Arab Emirates	0.0058	0.0199	-0.0022	0.0036	0.0265	0.0535
Suriname	-0.0012	-0.0319	0.0051	-0.0120	—	—
Kuwait	0.0004	-0.0038	-0.0002	-0.0051	0.0068	-0.0019
Zambia	0.0007	-0.0017	0.0106	-0.0084	-0.0071	-0.0060
Korea, Rep.	-0.0061	0.0196	-0.0008	-0.0254	0.0251	0.0124
Tunisia	-0.0011	0.0033	-0.0062	0.0012	-0.0006	-0.0033
Fiji	-0.0002	-0.0158	—	—	—	—
Bahrain	0.0015	0.0081	0.0209	-0.0003	0.0037	0.0338
Qatar	0.0170	0.0153	-0.0041	-0.0093	—	—
Guatemala	-0.0009	0.0028	0.0137	-0.0072	0.0077	0.0162
India	0.0035	0.0004	0.0091	0.0124	-0.0075	0.0179
Mauritania	0.0011	0.0050	-0.0014	0.0095	0.0187	0.0329
Burkina Faso	-0.0010	0.0081	0.0052	0.0117	0.0059	0.0299
Ethiopia	0.0117	0.0071	0.0080	-0.0124	0.0045	0.0189
Jordan	0.0068	-0.0133	-0.0093	0.0072	0.0094	0.0008
Lebanon	0.0000	—	—	—	—	—
Cameroon	-0.0037	0.0002	0.0091	0.0098	0.0053	0.0207
Nigeria	-0.0044	-0.0225	-0.0059	0.0217	0.0018	-0.0093
Algeria	-0.0061	-0.0067	0.0008	0.0042	0.0050	-0.0027
Turkey	0.0078	0.0047	-0.0025	0.0085	-0.0082	0.0104
Egypt	0.0034	0.0037	0.0029	0.0023	0.0023	0.0148
Syria	-0.0030	-0.0146	-0.0109	-0.0035	—	—
Iran, Islamic Rep.	-0.0039	0.0094	-0.0182	0.0117	0.0101	0.0091
Nepal	-0.0196	-0.0130	0.0271	0.0367	0.0097	0.0410
Oman	-0.0077	0.0012	-0.0023	0.0057	—	—
Benin	0.0113	0.0076	0.0061	-0.0075	-0.0123	0.0052
Morocco	0.0037	-0.0159	0.0168	0.0082	-0.0151	-0.0023
Côte d'Ivoire	0.0082	—	—	—	—	—
Saudi Arabia	0.0040	0.0062	0.0114	-0.0110	0.0405	0.0511
Mali	0.0073	-0.0181	-0.0257	0.0098	0.0022	-0.0244
Pakistan	0.0118	0.0007	-0.0090	0.0040	0.0075	0.0149
Chad	0.0004	-0.0087	0.0126	-0.0091	0.0134	0.0087
Yemen	0.0270	-0.0006	-0.0055	0.0154	-0.0085	0.0278
Belarus	—	—	0.0042	-0.0015	—	—
Uzbekistan	—	—	0.0008	-0.0016	0.0035	—

* New country 2011

Table 3c: The Global Gender Gap Index 2011: Changes in scores (Summary)

Number of countries	2010–2011	2009–2010	2008–2009	2007–2008	2006–2007	2006–2011
Widening gaps	60	54	43	41	24	17
Narrowing gaps	74	78	87	87	91	97
Improving (%)	55%	59%	67%	68%	79%	85%
Deteriorating (%)	45%	41%	33%	32%	21%	15%
TOTAL	134	132	130	128	115	114

Table 4: Rankings by income group, 2011

LOW INCOME			LOWER-MIDDLE INCOME			UPPER-MIDDLE INCOME			HIGH INCOME		
Country	Overall score	Overall rank	Country	Overall score	Overall rank	Country	Overall score	Overall rank	Country	Overall score	Overall rank
Burundi*	0.7270	24	Philippines	0.7685	8	South Africa	0.7478	14	Iceland	0.8530	1
Mozambique	0.7251	26	Lesotho	0.7666	9	Latvia	0.7399	19	Norway	0.8404	2
Uganda	0.7220	29	Nicaragua	0.7245	27	Cuba	0.7394	20	Finland	0.8383	3
Kyrgyz Republic	0.7036	44	Sri Lanka	0.7212	31	Costa Rica	0.7266	25	Sweden	0.8044	4
Tanzania	0.6904	59	Mongolia	0.7140	36	Argentina	0.7236	28	Ireland	0.7830	5
Malawi	0.6850	65	Guyana	0.7084	38	Namibia	0.7177	32	New Zealand	0.7810	6
Bangladesh	0.6812	69	Moldova	0.7083	39	Lithuania	0.7131	37	Denmark	0.7778	7
Madagascar	0.6797	71	Honduras	0.6945	54	Panama	0.7042	40	Switzerland	0.7627	10
Gambia, The	0.6763	77	Bolivia	0.6862	62	Russian Federation	0.7037	43	Germany	0.7590	11
Zimbabwe	0.6607	88	Ukraine	0.6861	64	Ecuador	0.7035	45	Spain	0.7580	12
Tajikistan	0.6526	96	Paraguay	0.6818	67	Chile	0.7030	46	Belgium	0.7531	13
Kenya	0.6493	99	Ghana	0.6811	70	Jamaica	0.7028	47	Netherlands	0.747	15
Cambodia	0.6464	102	Albania	0.6748	78	Kazakhstan	0.7010	49	United Kingdom	0.7462	16
Burkina Faso	0.6153	115	Vietnam	0.6732	79	Bulgaria	0.6987	51	United States	0.7412	17
Ethiopia	0.6136	116	Georgia	0.6624	86	Macedonia, FYR	0.6966	53	Canada	0.7407	18
Nepal	0.5888	126	Angola	0.6624	87	Uruguay	0.6907	58	Trinidad and Tobago	0.7372	21
Benin	0.5832	128	Indonesia	0.6594	90	Thailand	0.6892	60	Bahamas, The	0.734	22
Mali	0.5752	132	Senegal	0.6573	92	China	0.6866	61	Australia	0.7291	23
Chad	0.5334	134	El Salvador	0.6567	94	Venezuela	0.6861	63	Luxembourg	0.7216	30
			Belize	0.6489	100	Botswana	0.6832	66	Barbados	0.717	33
			Zambia	0.6300	106	Romania	0.6812	68	Austria	0.7165	34
			Fiji	0.6255	109	Peru	0.6796	73	Portugal	0.7144	35
			Guatemala	0.6229	112	Colombia	0.6714	80	Slovenia	0.7041	41
			India	0.619	113	Dominican Republic	0.6682	81	Poland	0.7038	42
			Mauritania	0.6164	114	Brazil	0.6679	82	France	0.7018	48
			Cameroon	0.6073	119	Armenia	0.6654	84	Croatia	0.7006	50
			Nigeria	0.6011	120	Mexico	0.6604	89	Estonia	0.6983	52
			Egypt	0.5933	123	Azerbaijan	0.6577	91	Israel	0.6926	55
			Syria	0.5896	124	Mauritius	0.6529	95	Greece	0.6916	56
			Morocco	0.5804	129	Malaysia	0.6525	97	Singapore	0.6914	57
			Côte d'Ivoire	0.5773	130	Maldives	0.648	101	Slovak Republic	0.6797	72
			Pakistan	0.5583	133	Suriname	0.6395	104	Italy	0.6796	74
			Yemen	0.4873	135	Tunisia	0.6255	108	Czech Republic	0.6789	75
						Jordan	0.6117	117	Brunei Darussalam	0.6787	76
						Lebanon	0.6083	118	Malta	0.6658	83
						Algeria	0.5991	121	Hungary	0.6642	85
						Turkey	0.5954	122	Cyprus	0.6567	93
						Iran, Islamic Rep.	0.5894	125	Japan	0.6514	98
								United Arab Emirates	0.6454	103	
								Kuwait	0.6322	105	
								Korea, Rep.	0.6281	107	
								Bahrain	0.6232	110	
								Qatar	0.623	111	
								Oman	0.5873	127	
								Saudi Arabia	0.5753	131	

* New country 2011

Note: Income classifications are taken from the World Bank, which classifies economies into four income categories based on GNI per capita: high income, upper middle income, lower middle income and low income.

Table 5: Rankings by subindex, 2011

ECONOMIC PARTICIPATION AND OPPORTUNITY					
Country	Score	Rank	Country	Score	Rank
Bahamas	0.9135	1	Brazil	0.6490	68
Lesotho	0.8740	2	Paraguay	0.6436	69
Mongolia	0.8500	3	Azerbaijan	0.6420	70
Burundi*	0.8355	4	Ethiopia	0.6373	71
Norway	0.8302	5	Bolivia	0.6352	72
United States	0.7999	6	Slovak Republic	0.6335	73
Sweden	0.7933	7	Spain	0.6328	74
Barbados	0.7843	8	Cambodia	0.6315	75
Mozambique	0.7816	9	Burkina Faso	0.6266	76
Canada	0.7759	10	Austria	0.6245	77
New Zealand	0.7747	11	Greece	0.6242	78
Finland	0.7681	12	Nicaragua	0.6187	79
Denmark	0.7672	13	Cyprus	0.6175	80
Moldova	0.7641	14	Belize	0.6162	81
Philippines	0.7632	15	Venezuela	0.6159	82
Singapore	0.7585	16	Kenya	0.6159	83
Ghana	0.7581	17	Argentina	0.6124	84
Australia	0.7565	18	Peru	0.6109	85
Gambia, The	0.7561	19	Maldives	0.6019	86
Brunei Darussalam	0.7552	20	Zambia	0.6005	87
Jamaica	0.7508	21	Guyana	0.5985	88
Latvia	0.7498	22	Colombia	0.5984	89
Kazakhstan	0.7491	23	Italy	0.5976	90
Iceland	0.7453	24	Honduras	0.5972	91
Luxembourg	0.7449	25	Dominican Republic	0.5969	92
Lithuania	0.7440	26	Nigeria	0.5964	93
Netherlands	0.7432	27	Czech Republic	0.5961	94
Switzerland	0.7419	28	Malaysia	0.5941	95
Russian Federation	0.7373	29	Angola	0.5937	96
Ireland	0.7322	30	Costa Rica	0.5935	97
Namibia	0.7273	31	Chad	0.5930	98
Germany	0.7270	32	Ecuador	0.5838	99
United Kingdom	0.7224	33	Japan	0.5673	100
Slovenia	0.7205	34	Indonesia	0.5642	101
Estonia	0.7201	35	Sri Lanka	0.5598	102
Belgium	0.7187	36	Côte d'Ivoire	0.5569	103
Botswana	0.7185	37	Qatar	0.5473	104
Albania	0.7129	38	Mauritius	0.5441	105
Trinidad and Tobago	0.7108	39	Chile	0.5411	106
Vietnam	0.7106	40	Kuwait	0.5407	107
Thailand	0.7090	41	El Salvador	0.5405	108
Uganda	0.7088	42	Mexico	0.5318	109
Kyrgyz Republic	0.7071	43	Malta	0.5281	110
Ukraine	0.7037	44	Mali	0.5274	111
Malawi	0.7003	45	Cameroon	0.5252	112
Romania	0.6943	46	Guatemala	0.5236	113
Senegal	0.6884	47	Suriname	0.5084	114
Bulgaria	0.6867	48	Bahrain	0.5079	115
Tajikistan	0.6827	49	Fiji	0.4972	116
China	0.6825	50	Korea, Rep.	0.4934	117
Panama	0.6797	51	Bangladesh	0.4932	118
Madagascar	0.6781	52	United Arab Emirates	0.4898	119
Macedonia, FYR	0.6761	53	Mauritania	0.4639	120
Georgia	0.6725	54	Nepal	0.4606	121
Israel	0.6721	55	Egypt	0.4573	122
Croatia	0.6676	56	Lebanon	0.4482	123
Cuba	0.6656	57	Algeria	0.4452	124
South Africa	0.6653	58	Iran, Islamic Rep.	0.4443	125
Portugal	0.6626	59	Tunisia	0.4440	126
Uruguay	0.6621	60	Jordan	0.4333	127
France	0.6587	61	Morocco	0.4177	128
Armenia	0.6580	62	Syria	0.4090	129
Tanzania	0.6571	63	Oman	0.4068	130
Hungary	0.6537	64	India	0.3960	131
Poland	0.6530	65	Turkey	0.3888	132
Zimbabwe	0.6503	66	Saudi Arabia	0.3576	133
Benin	0.6494	67	Pakistan	0.3446	134
			Yemen	0.3180	135

* New country 2011

EDUCATIONAL ATTAINMENT					
Country	Score	Rank	Country	Score	Rank
Australia	1.0000	1	Maldives	0.9896	69
Bahamas	1.0000	1	Fiji	0.9893	70
Barbados	1.0000	1	Macedonia, FYR	0.9892	71
Belize	1.0000	1	El Salvador	0.9891	72
Botswana	1.0000	1	Azerbaijan	0.9891	73
Costa Rica	1.0000	1	Mauritius	0.9888	74
Czech Republic	1.0000	1	Guyana	0.9886	75
Denmark	1.0000	1	Austria	0.9886	76
Dominican Republic	1.0000	1	Ecuador	0.9877	77
France	1.0000	1	Israel	0.9874	78
Iceland	1.0000	1	Jordan	0.9869	79
Ireland	1.0000	1	Japan	0.9862	80
Latvia	1.0000	1	Bahrain	0.9862	81
Lesotho	1.0000	1	Thailand	0.9855	82
Luxembourg	1.0000	1	Jamaica	0.9849	83
Malta	1.0000	1	Kuwait	0.9834	84
New Zealand	1.0000	1	China	0.9815	85
Norway	1.0000	1	South Africa	0.9810	86
Philippines	1.0000	1	Albania	0.9809	87
Slovak Republic	1.0000	1	Peru	0.9796	88
United Kingdom	1.0000	1	Cyprus	0.9776	89
United States	1.0000	1	Lebanon	0.9773	90
Cuba	1.0000	23	Madagascar	0.9720	91
Ukraine	0.9997	24	Saudi Arabia	0.9674	92
Nicaragua	0.9996	25	Indonesia	0.9671	93
Finland	0.9995	26	Tunisia	0.9662	94
Armenia	0.9994	27	Bolivia	0.9646	95
Poland	0.9994	28	Algeria	0.9502	96
Honduras	0.9991	29	Korea, Rep.	0.9481	97
Venezuela	0.9990	30	Guatemala	0.9460	98
Canada	0.9989	31	Oman	0.9412	99
Netherlands	0.9985	32	Singapore	0.9381	100
Russian Federation	0.9985	33	Kenya	0.9362	101
Namibia	0.9983	34	Zimbabwe	0.9355	102
Uruguay	0.9982	35	Sri Lanka	0.9329	103
Slovenia	0.9977	36	Vietnam	0.9257	104
Spain	0.9970	37	Iran, Islamic Rep.	0.9251	105
Estonia	0.9967	38	Turkey	0.9200	106
Kyrgyz Republic	0.9960	39	Uganda	0.9173	107
Chile	0.9957	40	Bangladesh	0.9168	108
Sweden	0.9957	41	Syria	0.9135	109
Colombia	0.9955	42	Egypt	0.9081	110
Kazakhstan	0.9954	43	Ghana	0.9027	111
Croatia	0.9954	44	Malawi	0.8972	112
Romania	0.9950	45	Tajikistan	0.8839	113
Paraguay	0.9948	46	Tanzania	0.8779	114
Mongolia	0.9946	47	Morocco	0.8653	115
Italy	0.9945	48	Cambodia	0.8651	116
Trinidad and Tobago	0.9944	49	Mauritania	0.8601	117
Germany	0.9942	50	Cameroon	0.8597	118
Argentina	0.9941	51	Burundi*	0.8565	119
Brunei Darussalam	0.9938	52	Zambia	0.8505	120
Greece	0.9938	53	India	0.8369	121
Panama	0.9937	54	Gambia, The	0.8320	122
Portugal	0.9932	55	Senegal	0.8247	123
Hungary	0.9926	56	Mozambique	0.8121	124
Qatar	0.9924	57	Nigeria	0.8090	125
Bulgaria	0.9923	58	Angola	0.7864	126
United Arab Emirates	0.9914	59	Pakistan	0.7782	127
Lithuania	0.9914	60	Nepal	0.7589	128
Mexico	0.9913	61	Burkina Faso	0.7563	129
Suriname	0.9911	62	Côte d'Ivoire	0.7073	130
Belgium	0.9909	63	Ethiopia	0.7043	131
Moldova	0.9909	64	Mali	0.6927	132
Malaysia	0.9906	65	Benin	0.6558	133
Brazil	0.9904	66	Yemen	0.6420	134
Georgia	0.9900	67	Chad	0.5158	135
Switzerland	0.9899	68			

(Cont'd.)

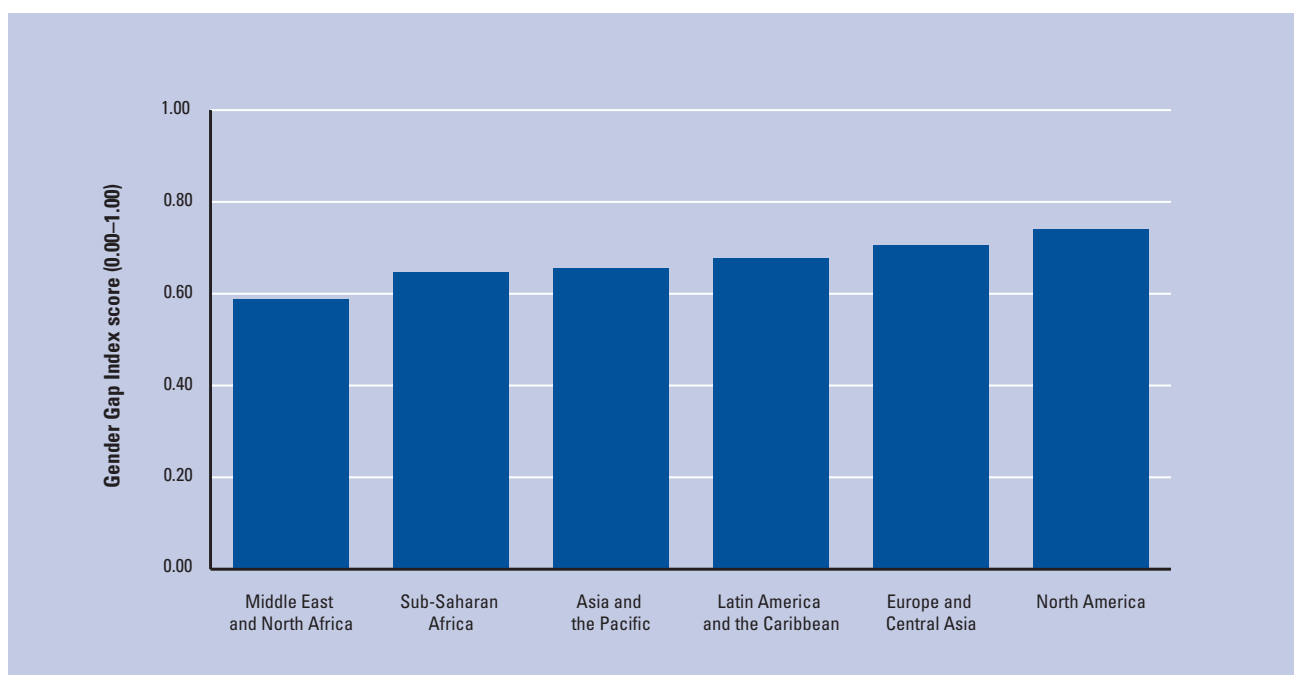
Table 5: Rankings by subindex, 2011 (cont'd.)

HEALTH AND SURVIVAL			Country	Score	Rank
Angola	0.9796	1	Denmark	0.9743	68
Argentina	0.9796	1	Cuba	0.9743	69
Bahamas	0.9796	1	Suriname	0.9742	70
Barbados	0.9796	1	Portugal	0.9742	71
Belize	0.9796	1	Ireland	0.9741	72
Brazil	0.9796	1	Malta	0.9741	72
Cambodia	0.9796	1	Australia	0.9739	74
Chile	0.9796	1	Italy	0.9738	75
Côte d'Ivoire	0.9796	1	Switzerland	0.9738	75
Croatia	0.9796	1	Ethiopia	0.9737	77
El Salvador	0.9796	1	Korea, Rep.	0.9736	78
Fiji	0.9796	1	Malaysia	0.9736	78
Finland	0.9796	1	Senegal	0.9734	80
France	0.9796	1	Madagascar	0.9732	81
Gambia, The	0.9796	1	Sweden	0.9729	82
Guatemala	0.9796	1	Yemen	0.9727	83
Hungary	0.9796	1	Bolivia	0.9719	84
Jamaica	0.9796	1	Iran, Islamic Rep.	0.9714	85
Japan	0.9796	1	Greece	0.9712	86
Kazakhstan	0.9796	1	Morocco	0.9712	87
Kyrgyz Republic	0.9796	1	Dominican Republic	0.9711	88
Latvia	0.9796	1	Jordan	0.9706	89
Lebanon	0.9796	1	Cyprus	0.9701	90
Lesotho	0.9796	1	United Kingdom	0.9698	91
Lithuania	0.9796	1	Israel	0.9697	92
Mauritania	0.9796	1	Netherlands	0.9697	92
Mauritius	0.9796	1	New Zealand	0.9697	92
Mexico	0.9796	1	Norway	0.9697	92
Moldova	0.9796	1	Iceland	0.9696	96
Mongolia	0.9796	1	Zambia	0.9690	97
Philippines	0.9796	1	Burkina Faso	0.9685	98
Slovak Republic	0.9796	1	Burundi*	0.9685	98
Sri Lanka	0.9796	1	Malawi	0.9683	100
Thailand	0.9796	1	Singapore	0.9677	101
Trinidad and Tobago	0.9796	1	Kenya	0.9677	102
Uganda	0.9796	1	South Africa	0.9677	102
Uruguay	0.9796	1	Ghana	0.9674	104
Venezuela	0.9796	1	Namibia	0.9671	105
Czech Republic	0.9792	39	Indonesia	0.9663	106
United States	0.9792	39	Algeria	0.9661	107
Bulgaria	0.9791	41	Brunei Darussalam	0.9658	108
Colombia	0.9791	41	Peru	0.9658	108
Romania	0.9791	41	Tunisia	0.9641	110
Russian Federation	0.9791	41	Bahrain	0.9612	111
Guyana	0.9789	45	Benin	0.9612	111
Austria	0.9787	46	Cameroon	0.9612	111
Belgium	0.9787	46	Chad	0.9612	111
Poland	0.9785	48	Kuwait	0.9612	111
Canada	0.9784	49	Maldives	0.9612	111
Germany	0.9784	49	Mozambique	0.9612	111
Estonia	0.9773	51	Nepal	0.9612	111
Egypt	0.9768	52	Tanzania	0.9612	111
Honduras	0.9762	53	United Arab Emirates	0.9612	111
Saudi Arabia	0.9762	53	Nigeria	0.9607	121
Mali	0.9761	55	Tajikistan	0.9559	122
Spain	0.9761	56	Bangladesh	0.9557	123
Ukraine	0.9761	56	Pakistan	0.9557	123
Ecuador	0.9758	58	Macedonia, FYR	0.9551	125
Nicaragua	0.9758	58	Botswana	0.9549	126
Paraguay	0.9758	58	Qatar	0.9522	127
Syria	0.9756	61	Georgia	0.9480	128
Oman	0.9755	62	Zimbabwe	0.9458	129
Turkey	0.9755	62	Vietnam	0.9458	130
Slovenia	0.9755	64	Armenia	0.9419	131
Panama	0.9753	65	Azerbaijan	0.9331	132
Costa Rica	0.9747	66	China	0.9327	133
Luxembourg	0.9743	67	India	0.9312	134
			Albania	0.9268	135

* New country 2011

POLITICAL EMPOWERMENT			Country	Score	Rank
Iceland	0.6971	1	Tunisia	0.1278	69
Finland	0.6060	2	Uruguay	0.1229	70
Norway	0.5616	3	Slovenia	0.1227	71
Sweden	0.4557	4	El Salvador	0.1176	72
Spain	0.4260	5	Paraguay	0.1129	73
Ireland	0.4257	6	Colombia	0.1125	74
Sri Lanka	0.4126	7	Zimbabwe	0.1112	75
New Zealand	0.3797	8	Vietnam	0.1107	76
South Africa	0.3773	9	Burkina Faso	0.1097	77
Denmark	0.3696	10	Cambodia	0.1093	78
Bangladesh	0.3591	11	Slovak Republic	0.1059	79
Mozambique	0.3457	12	Dominican Republic	0.1049	80
Switzerland	0.3453	13	Mali	0.1048	81
Costa Rica	0.3382	14	Barbados	0.1042	82
Germany	0.3364	15	Singapore	0.1014	83
Philippines	0.3314	16	Russian Federation	0.0999	84
Belgium	0.3241	17	Zambia	0.0999	84
Cuba	0.3180	18	Mauritius	0.0992	86
India	0.3119	19	Estonia	0.0989	87
Argentina	0.3084	20	Moldova	0.0988	88
Nicaragua	0.3040	21	Turkey	0.0972	89
Chile	0.2958	22	Korea, Rep.	0.0972	90
United Kingdom	0.2927	23	Ghana	0.0962	91
Angola	0.2898	24	Jamaica	0.0961	92
Uganda	0.2824	25	Madagascar	0.0957	93
Netherlands	0.2766	26	Tajikistan	0.0881	94
Austria	0.2744	27	Suriname	0.0843	95
Guyana	0.2678	28	Cameroon	0.0830	96
Ecuador	0.2668	29	Thailand	0.0828	97
Tanzania	0.2653	30	Kazakhstan	0.0801	98
Trinidad and Tobago	0.2642	31	Albania	0.0784	99
Burundi*	0.2477	32	Kenya	0.0773	100
Latvia	0.2300	33	Japan	0.0724	101
Portugal	0.2278	34	Morocco	0.0672	102
Lesotho	0.2130	35	Azerbaijan	0.0665	103
Canada	0.2095	36	Benin	0.0664	104
Honduras	0.2053	37	Côte d'Ivoire	0.0656	105
Australia	0.1861	38	Ukraine	0.0648	106
United States	0.1857	39	Chad	0.0638	107
Poland	0.1843	40	Armenia	0.0623	108
Namibia	0.1780	41	Cyprus	0.0618	109
Greece	0.1772	42	Syria	0.0603	110
Nepal	0.1745	43	Botswana	0.0595	111
Malawi	0.1740	44	Romania	0.0563	112
Bolivia	0.1732	45	Jordan	0.0558	113
France	0.1691	46	Brazil	0.0526	114
Panama	0.1679	47	Malaysia	0.0517	115
Luxembourg	0.1673	48	Kuwait	0.0435	116
Macedonia, FYR	0.1660	49	Bahamas	0.0430	117
Peru	0.1622	50	Guatemala	0.0422	118
Mauritania	0.1620	51	Maldives	0.0392	119
Malta	0.1611	52	Georgia	0.0390	120
Croatia	0.1598	53	Nigeria	0.0384	121
Pakistan	0.1547	54	Bahrain	0.0376	122
Italy	0.1525	55	Fiji	0.0358	123
Venezuela	0.1500	56	Algeria	0.0350	124
China	0.1496	57	Mongolia	0.0318	125
Senegal	0.1429	58	Egypt	0.0311	126
Israel	0.1412	59	Hungary	0.0310	127
Czech Republic	0.1403	60	Lebanon	0.0282	128
Indonesia	0.1400	61	Oman	0.0256	129
United Arab Emirates	0.1394	62	Iran, Islamic Rep.	0.0166	130
Mexico	0.1390	63	Yemen	0.0164	131
Ethiopia	0.1390	64	Belize	0.0000	132
Lithuania	0.1376	65	Brunei Darussalam	0.0000	132
Gambia, The	0.1375	66	Qatar	0.0000	132
Bulgaria	0.1367	67	Saudi Arabia	0.0000	132
Kyrgyz Republic	0.1318	68			

Figure 2: Regional performance on the Global Gender Gap Index 2011



Source: Global Gender Gap Index 2011; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators & Global Development Finance, Online Database 2010*, accessed July 2011.

political empowerment remains wide: only 59% of the economic outcomes gap and only 19% of the political outcomes gap has been closed.

Table 4 shows the rankings of countries by income group; Table B2 in Appendix B displays the income group categories used. In 2011, in the high-income group, the Nordic countries lead the way while Saudi Arabia (131) is the lowest performing country in this category. In the upper-middle-income group, South Africa (14) ranks highest while Iran (125) occupies the lowest position. In the lower-middle-income group, the Philippines (8) comes out on top while Yemen (135) holds last position. In the lower-income group, Burundi (24) is the strongest performer while Chad (134) is in last place.

Table 5 shows the rankings of countries by subindex. In 2011, 22 countries have fully closed the gap in educational attainment, compared with 22 in 2010, 25 countries in 2009, 24 in 2008 and 15 in 2007. Chad, the lowest-ranking country on this subindex, has closed only about 52 percent of its gender gap. Thirty-eight countries have closed the gap in health and survival, compared with 37 in 2009, 36 in 2008 and 32 in 2007. China, India and Albania are the lowest-ranking countries on this subindex. Eight countries have closed the gap in both the health and education subindexes. No country has closed the economic participation gap or the political empowerment gap. On the economic participation and opportunity subindex, the highest-ranking country (Bahamas)

has closed over 91% of its gender gap while the lowest ranking country (Yemen) has closed only 32% of its economic gender gap. There is similar variation in the political empowerment subindex. The highest-ranking country (Iceland) has closed almost 70% of its gender gap whereas the lowest-ranking country (Saudi Arabia) has closed none of the political empowerment gap according to this measure.

Regional trends

Figure 2 displays the regional performance on the overall Index score, while Figures 3 through 6 display regional performances on each of the four subindexes.⁹ All scores were weighted by population to produce the regional averages. Table B1 in Appendix B displays the regional categories used.¹⁰ In the overall Index scores shown in Figure 2, North America holds the top spot, followed closely by Europe and Central Asia. Both regions have closed over 70% of their gender gaps. They are followed by Latin America and the Caribbean, Asia and the Pacific and sub-Saharan Africa; these regions have closed between 60% and 70% of their gender gaps. Finally, the Middle East and North Africa region occupies the last place, having closed a little over 58% of its gender gap. Table 6 displays the rankings within each regional category.

In the economic participation and opportunity scores shown in Figure 3, North America holds the top spot followed by Europe and Central Asia, sub-Saharan Africa, Latin America and the Caribbean, Asia and the Pacific

Table 6: Rankings by region, 2011

ASIA AND THE PACIFIC			LATIN AMERICA AND THE CARIBBEAN			MIDDLE EAST AND NORTH AFRICA		
Country	Score	Rank	Country	Score	Rank	Country	Score	Rank
New Zealand	0.7810	6	Cuba	0.7394	20	Israel	0.6926	55
Philippines	0.7685	8	Trinidad and Tobago	0.7372	21	United Arab Emirates	0.6454	103
Australia	0.7291	23	Bahamas	0.7340	22	Kuwait	0.6322	105
Sri Lanka	0.7212	31	Costa Rica	0.7266	25	Tunisia	0.6255	108
Mongolia	0.7140	36	Nicaragua	0.7245	27	Bahrain	0.6232	110
Singapore	0.6914	57	Argentina	0.7236	28	Qatar	0.623	111
Thailand	0.6892	60	Barbados	0.7170	33	Mauritania	0.6164	114
China	0.6866	61	Guyana	0.7084	38	Jordan	0.6117	117
Bangladesh	0.6812	69	Panama	0.7042	40	Lebanon	0.6083	118
Brunei Darussalam	0.6787	76	Ecuador	0.7035	45	Algeria	0.5991	121
Vietnam	0.6732	79	Chile	0.7030	46	Egypt	0.5933	123
Indonesia	0.6594	90	Jamaica	0.7028	47	Syria	0.5896	124
Malaysia	0.6525	97	Honduras	0.6945	54	Oman	0.5873	127
Japan	0.6514	98	Uruguay	0.6907	58	Morocco	0.5804	129
Maldives	0.6480	101	Bolivia	0.6862	62	Saudi Arabia	0.5753	131
Cambodia	0.6464	102	Venezuela	0.6861	63	Yemen	0.4873	135
Korea, Rep.	0.6281	107	Paraguay	0.6818	67			
Fiji	0.6255	109	Peru	0.6796	73			
India	0.6190	113	Colombia	0.6714	80			
Iran, Islamic Rep.	0.5894	125	Dominican Republic	0.6682	81			
Nepal	0.5888	126	Brazil	0.6679	82			
Pakistan	0.5583	133	Mexico	0.6604	89			
			El Salvador	0.6567	94			
			Belize	0.6489	100			
			Suriname	0.6395	104			
			Guatemala	0.6229	112			

(Cont'd.)

and Middle East and North Africa. In the educational attainment scores shown in Figure 4, North America once again tops the rankings, followed by Latin America, Europe and Central Asia, Asia and the Pacific, the Middle East and North Africa and sub-Saharan Africa.

In the health and survival scores shown in Figure 5, North America holds the top spot, followed closely by Europe and Central Asia, Latin America and the Caribbean and the Middle East and North Africa. Asia and the Pacific and sub-Saharan Africa occupy the last place as the worst regions for women's health and survival relative to that of men. In the political empowerment scores shown in Figure 6, while all regions are well below parity, Asia and the Pacific leads the way, followed

by Europe and Central Asia, North America, sub-Saharan Africa, Latin America and the Caribbean and the Middle East and North Africa. Table 6 displays the rankings within each regional category.

Top 10

The four Nordic countries that have consistently held the highest positions in previous editions of the Global Gender Gap Index continue to hold these privileged positions, with **Iceland** (1) still holding the top spot, closely followed by **Norway** (2), **Finland** (3) and **Sweden** (4).

Although no country has yet achieved gender equality, all of the Nordic countries, with the exception of Denmark, have closed over 80% of the gender gap and

Table 6: Rankings by region, 2011 (cont'd.)

NORTH AMERICA			SUB-SAHARAN AFRICA			EUROPE AND CENTRAL ASIA		
Country	Score	Rank	Country	Score	Rank	Country	Score	Rank
United States	0.7412		Lesotho	0.7666	9	Iceland	0.8530	1
Canada	0.7407		South Africa	0.7478	14	Norway	0.8404	2
			Burundi*	0.7270	24	Finland	0.8383	3
			Mozambique	0.7251	26	Sweden	0.8044	4
			Uganda	0.7220	29	Ireland	0.7830	5
			Namibia	0.7177	32	Denmark	0.7778	7
			Tanzania	0.6904	59	Switzerland	0.7627	10
			Malawi	0.6850	65	Germany	0.7590	11
			Botswana	0.6832	66	Spain	0.7580	12
			Ghana	0.6811	70	Belgium	0.7531	13
			Madagascar	0.6797	71	Netherlands	0.7470	15
			Gambia, The	0.6763	77	United Kingdom	0.7462	16
			Angola	0.6624	87	Latvia	0.7399	19
			Zimbabwe	0.6607	88	Luxembourg	0.7216	30
			Senegal	0.6573	92	Austria	0.7165	34
			Mauritius	0.6529	95	Portugal	0.7144	35
			Kenya	0.6493	99	Lithuania	0.7131	37
			Zambia	0.6300	106	Moldova	0.7083	39
			Burkina Faso	0.6153	115	Slovenia	0.7041	41
			Ethiopia	0.6136	116	Poland	0.7038	42
			Cameroon	0.6073	119	Russian Federation	0.7037	43
			Nigeria	0.6011	120	Kyrgyz Republic	0.7036	44
			Benin	0.5832	128	France	0.7018	48
			Côte d'Ivoire	0.5773	130	Kazakhstan	0.7010	49
			Mali	0.5752	132	Croatia	0.7006	50
			Chad	0.5334	134	Bulgaria	0.6987	51
						Estonia	0.6983	52
						Macedonia, FYR	0.6966	53
						Greece	0.6916	56
						Ukraine	0.6861	64
						Romania	0.6812	68
						Slovak Republic	0.6797	72
						Italy	0.6796	74
						Czech Republic	0.6789	75
						Albania	0.6748	78
						Malta	0.6658	83
						Armenia	0.6654	84
						Hungary	0.6642	85
						Georgia	0.6624	86
						Azerbaijan	0.6577	91
						Cyprus	0.6567	93
						Tajikistan	0.6526	96
						Turkey	0.5954	122

* New country 2011

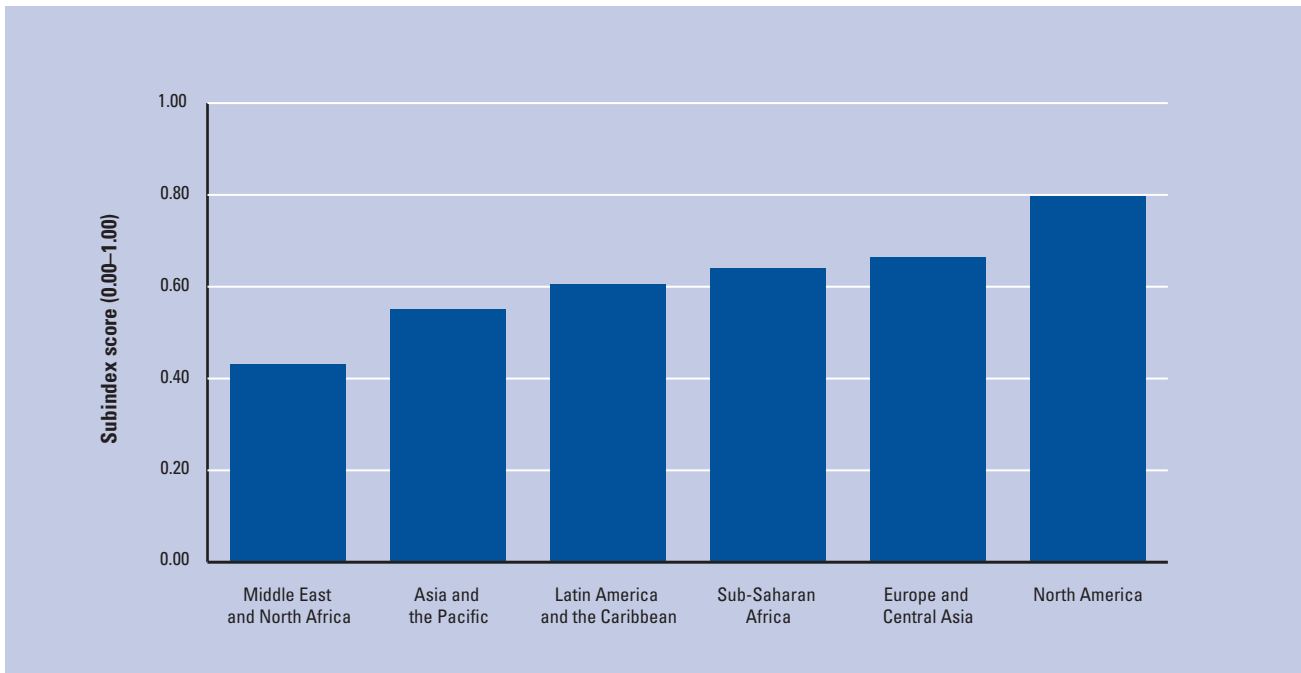
thus serve as models and useful benchmarks for international comparisons. While many global indexes tend to be tied to income levels, thus providing an advantage to the high-income Nordic economies, the Global Gender Gap Index is disassociated from the income and resource level of an economy and instead seeks to measure how equitably the available income, resources and opportunities are distributed between women and men. Despite this feature of the Index, these countries emerge as top performers and true leaders on gender equality.

All Nordic countries reached 99–100% literacy for both sexes several decades ago and display gender parity at both primary- and secondary-level education. At the tertiary level, in addition to very high levels of enrolment for

both women and men, the gender gap has been reversed and women now make up the majority of the high-skilled workforce. In Norway, Sweden and Iceland there are over 1.5 women for every man enrolled in tertiary education, and in Finland and Denmark women also make up the majority of those in tertiary education. The Nordic countries also exhibit very high healthy life expectancies for both women and men, with women living on average three to four healthy years longer than men.

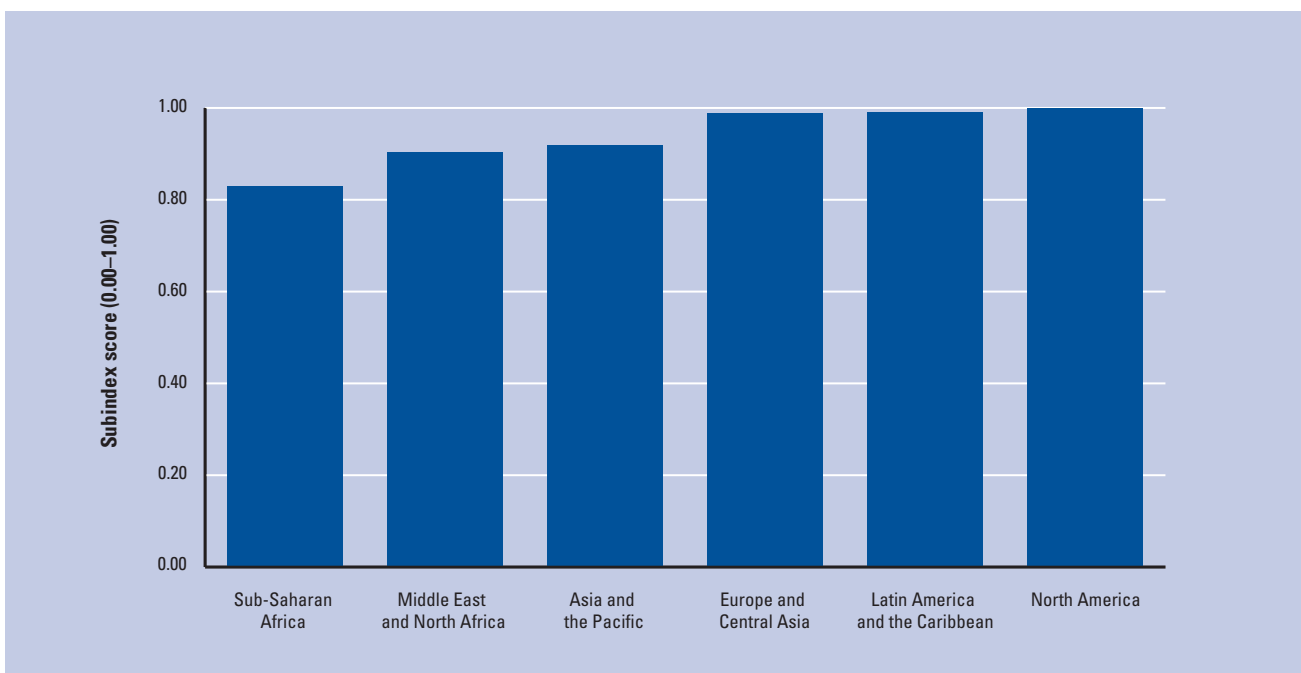
While many developed economies have succeeded in closing the gender gap in education, few have succeeded in maximizing the returns from this investment. The Nordic countries are leaders in this area—all five countries feature in the top 30 of the economic participation

Figure 3: Regional performance on the economic participation and opportunity subindex



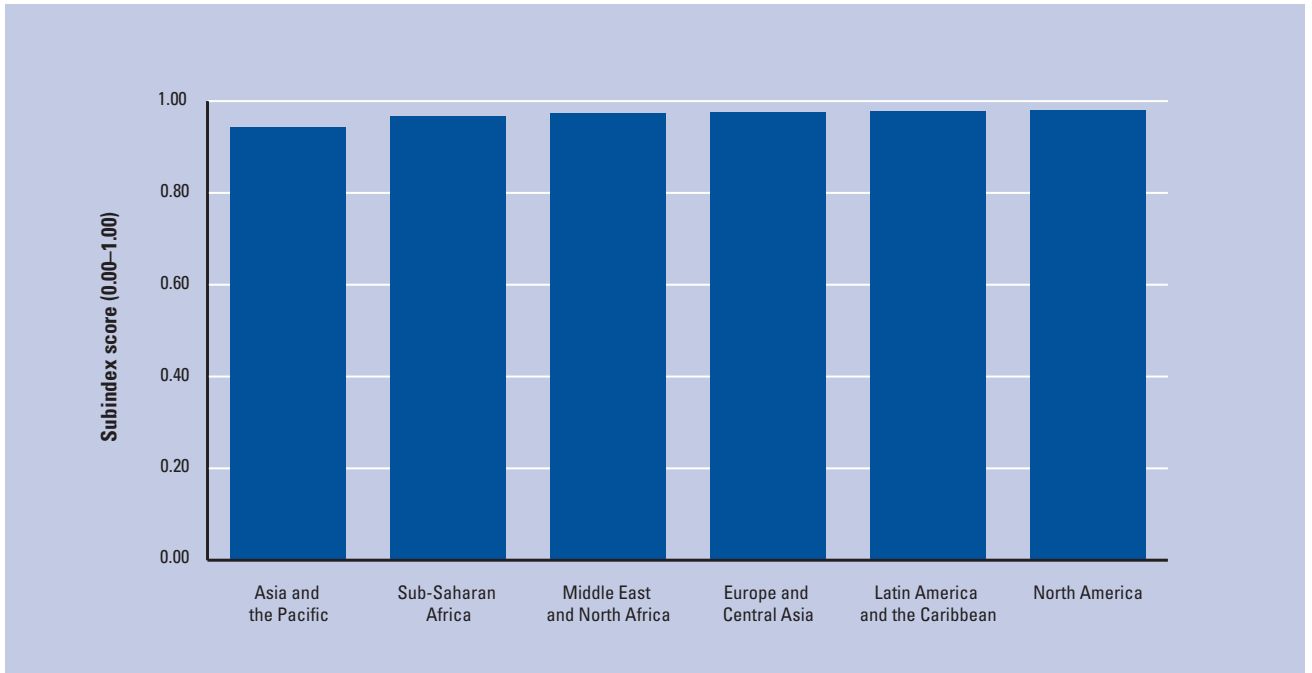
Source: Global Gender Gap Index 2011; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators & Global Development Finance, Online Database 2010*, accessed July 2011.

Figure 4: Regional performance on the educational attainment subindex



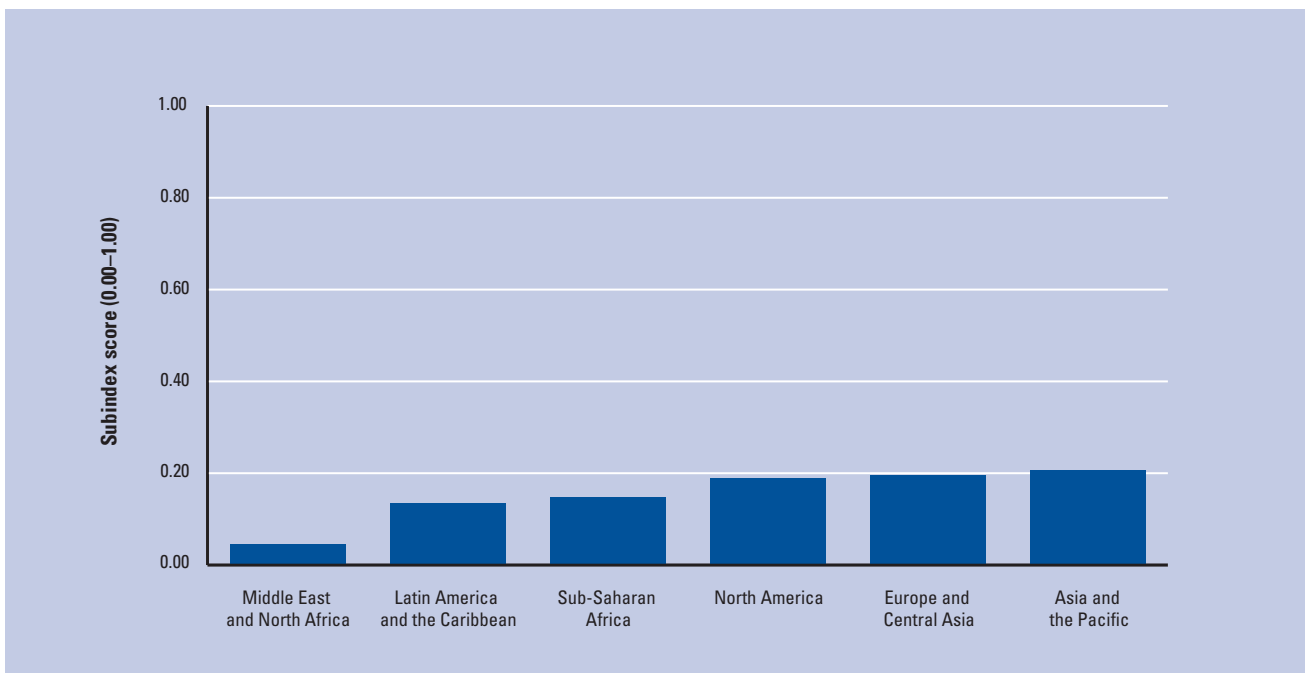
Source: Global Gender Gap Index 2011; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators & Global Development Finance, Online Database 2010*, accessed July 2011.

Figure 5: Regional performance on the health and survival subindex



Source: Global Gender Gap Index 2011; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators & Global Development Finance, Online Database 2010*, accessed July 2011.

Figure 6: Regional performance on the political empowerment subindex



Source: Global Gender Gap Index 2011; details of regional classifications in Appendix B. Scores are weighted by population; population data from the World Bank's *World Development Indicators & Global Development Finance, Online Database 2010*, accessed July 2011.

and opportunity subindex. This occurs because of a combination of factors: the labour force participation rates for women are among the highest in the world; salary gaps between women and men are among the lowest in the world, although not non-existent; and women have abundant opportunities to rise to positions of leadership. These patterns vary across the Nordic countries, but on the whole these economies have made it possible for parents to combine work and family, resulting in high female participation rates, more shared participation in childcare, more equitable distribution of labour at home, better work-life balance for both women and men and in some cases a boost to declining fertility rates. Policies applied in these countries include mandatory paternal leave in combination with maternity leave, generous federally mandated parental leave benefits provided by a combination of social insurance funds and employers, tax incentives and post-maternity re-entry programmes. Together these policies have also led to relatively higher and rising birth rates occurring simultaneously with high female workforce participation in the Nordic countries, as compared with the situation in other OECD economies such as Germany, Japan, Italy and Spain where both birth rates and participation are lower. The Nordic experience points to fewer problems with ageing in the future, as well as higher labour activity and a more robust economy. Finally there has also been success with a top-down approach to promoting women's leadership—in Norway, publicly listed companies have been required to have 40% of each sex on their boards since 2008 and other countries are adopting similar measures.

The Nordic countries were also early starters in providing women with the right to vote (Sweden in 1919, Norway in 1913, Iceland and Denmark in 1915, Finland in 1906). In Denmark, Sweden and Norway, political parties introduced voluntary gender quotas in the 1970s, resulting in high levels of female political representatives over the years. In Denmark, in fact, this quota has since been abandoned as no further stimulus is required. Today, Sweden has among the highest percentage of women in parliament in the world (45%) while the other Nordic countries are also successful in this respect. These countries have a similarly strong record on the percentage of women in ministerial level positions.

Next in the top 10, Ireland (5) gains one spot in the rankings, replacing **New Zealand** (6) in 5th place. Both countries show improvement in scores relative to their own performance in 2010 but Ireland posts relatively larger gains. The remaining Nordic country—**Denmark** (7)—also holds a place among the top 10 and shows some gains in wage equality in 2011, rounding off the Nordic countries' record as top performers. **The Philippines** (8) remains the highest-ranking country from Asia in the Index. It ranks 1st on both education and health and is also a very strong performer on economic participation (15) and political empowerment (16). The Philippines is

the only country in Asia this year to have closed the gender gap in both education and health and is among only eight countries in the world to have done so. **Lesotho** (9) loses one place in the rankings but remains the only country in sub-Saharan Africa to have no gap in both education and health. It is also the second-highest-ranking country among the 135 countries on the economic participation and opportunity subindex. **Switzerland** (10) remains among the top 10 for the second consecutive year and continues to show gains in educational attainment, economic participation and political empowerment.

Europe and Central Asia

The Europe and Central Asia region has closed 71% of the gender gap and is second only to North America on the overall Global Gender Gap Index 2011 scores. The region has closed the gaps in health (98%) and educational attainment (99%), and is the second-highest-ranked region for the economic participation and opportunity subindex (65%) and the political empowerment subindex (19%). Five of the top 10 countries in the estimated earned income ratio and 7 of the top 10 in the professional and technical workers indicator are from this region. Similar trends can be seen across the political empowerment subindex, where 50% of the highest-ranking countries come from Europe and Central Asia, with the Nordic countries dominating the top four places.

On the overall Index, 7 European countries rank among the top 10; a total of 13 European countries are among the top 20, including **Germany** (11), **Spain** (12), **Belgium** (13), the **Netherlands** (15), the **United Kingdom** (16) and **Latvia** (19).

Germany moves up to two positions, mainly because of improvements in the wage equality between men and women and in women's estimated earned income, as well as to a slight increase in the political empowerment subindex. Spain loses one place, but shows slight improvement in the areas of wage equality and women's estimated earned income. Spain ranks 5th globally in the political empowerment subindex.

Belgium moves up to 13th position mainly as a result of improvements in the subindex on economic participation and opportunity. Despite a slight decrease in women's estimated earned income, the country registers a larger increase in perceived wage equality. The Netherlands is next, gaining two places to reach the 15th position, with a minor decrease in the representation of women in parliament balanced out by improved wage equality and, particularly, women's estimated earned income, ranking 8th on this indicator.

The Netherlands is followed by the United Kingdom, which slips down to 16th place, and by Latvia, which loses one place, mostly because of deterioration in the political empowerment subindex. **Luxembourg** (30) follows next, losing four places relative to last year's ranking, primarily because of a slight decrease in perceived wage

equality. **Austria** gains three places, to reach 34th place overall. Its improved ranking is the result of a good performance across the subindex of women's economic participation and opportunity. Next in the region's rankings is **Portugal** (35), which loses three places because of small deteriorations in the category of estimated earned income, wage equality and female representation in parliament.

Lithuania (37) follows; despite an improved performance in educational attainment category, Lithuania lags behind other countries in the area of women's economic participation and opportunity. **Moldova** comes next at 39th position (down five places from last year), closely followed by **Slovenia** (41), **Poland** (42), the **Russian Federation** (43) and **Kyrgyz Republic** (44). The Russian Federation gains two positions in the overall Index, building on its strengths in the economic participation and opportunity category.

France (48), **Kazakhstan** (49), **Croatia** (50), **Bulgaria** (51), **Estonia** (52) and **Macedonia, FYR** (53) are next in the rankings. **France** falls two places this year to take the 48th position, primarily because of a drop in the wage equality indicator; the country ranks last overall on the perceived wage equality survey indicator. However France also ranks among the top 10 in the world in the educational attainment subindex, showing a competitive advantage in developing an educated female talent pool. While Croatia gains three positions relative to last year, the other countries slip in the rankings. Macedonia, however, shows a strong performance in the perceived wage equality category, ranking 7th overall.

Greece (56) and **Ukraine** (64) occupy the next places, followed by **Romania** (68), which—despite gaining positions in the educational attainment subindex—records deterioration in women's economic participation.

Slovakia (72), **Italy** (74), **Czech Republic** (75) and **Albania** (78) come next in the region. Italy holds the same position this year as last, despite improvements in the health subindex and in women's economic participation. The country continues to be one of the lowest-ranking countries in the European Union. The Czech Republic slips 10 places this year. The most noticeable drop for the country is in the estimated earned income ratio (female/male) category, which falls from 0.57 to 0.48 as a result of a combined decrease in female values and an increase in male values. Notwithstanding an improved performance in the wage equality category, Albania keeps the same place as last year's because of a below-average performance in the educational attainment subindex.

Malta (83) and **Armenia** (84) come next, holding the same positions as in the 2010 rankings. **Hungary** (85) falls six places this year, the result of a combined drop in female values and an increase in male values, although the country performs relatively well in the areas of educational attainment and health, perceived wage equality and the estimated earned income ratio decrease. Additionally, Hungary is among the 10 lowest-ranking

countries worldwide in terms of political empowerment performance.

Georgia (86) follows next, gaining two places. At 91st place, **Azerbaijan** gains nine spots relative to last year. The gross tertiary level enrolment rate for women has increased from 14% to 19%, and the percentage of women in parliament has moved from 11% up to 16%.

Cyprus (93) slips down seven spots from the combined effect of lower scores in the tertiary level enrolment ratio and representation of women in parliament. Cyprus is the lowest-ranked EU country in the overall rankings. **Tajikistan** (96) follows next. **Turkey** (122) occupies the last place in the regional rankings. The country performs above average in the political empowerment of women—primarily women in parliament—and in the educational attainment category, but lags behind in the other two subindexes. Turkey ranks among the 10 worst performers in the economic participation and opportunity subindex.

North America

The **United States** (17) continues to climb in the rankings, up this year from 19th place in 2010, although its score remains unchanged. The United States shows no gap in educational attainment, with very high levels of literacy for both women and men and very high levels of women's enrolment in primary, secondary and tertiary education, with women outstripping men in tertiary-level education. The United States places 6th in the world in terms of economic participation and opportunity, the result of high rates of women's labour force participation and prominent numbers of women in legislative, senior official and managerial positions as well professional and technical worker positions. However, the perceived wage inequality for similar work remains high, placing the United States 68th in the world on this variable. The country has also posted significant gains in the political empowerment subindex, from 66th place out of 115 countries in 2006 to 39th place out of 135 countries in 2011.

Canada (18) gains two places in the rankings. Like the United States, Canada's strength lies in educational attainment and economic participation. Canada has also improved its performance on political empowerment since the first edition of this *Report*. In 2006, Canada had closed 16% of the gender gap in this subindex; in 2011, it has closed 21% of this gap.

Latin America and the Caribbean

The Latin America and the Caribbean region has closed 68% of its overall gender gap according to the Index methodology. The region performs well on the educational attainment and health and survival subindexes, holding 2nd position just after North America but ahead of Europe and Central Asia. Thirteen countries in Latin America and the Caribbean have fully closed their gender gaps in the health and survival subindex, and five countries

have fully closed gaps in educational attainment. The remaining gaps are thus most concentrated in the economic participation and political empowerment subindexes. Out of the seven countries that have no women holding a ministerial position, three are from the region.

Cuba (20) is regaining the highest spot in the region after having lost it for the past three years and enters the top 20 countries. Cuba's position is supported in particular by a high proportion of women among professional and technical workers (60%) and in parliament (43%). Cuba also has very high levels of enrolment in primary, secondary and tertiary education for both women and men.

Trinidad and Tobago (21) stays in the same position in the rankings as last year, although its overall score improves slightly. It holds the second spot in the region, with 43% women among legislators, senior officials and managers and 34% women among ministerial positions. The next country from the region in the rankings is the **Bahamas** (22) which gains 14 places relative to its rank in 2010. This improvement is driven mainly by significant gains in the proportions of women among legislators, senior officials and managers (46%). The Bahamas also holds the 1st spot globally on the economic participation and opportunity, educational attainment and health and survival subindexes.

Costa Rica (25), **Nicaragua** (27) and **Argentina** (28) follow next. Both Costa Rica and Nicaragua gain three places in the rankings. Costa Rica's gain results from new data on primary enrolment as well as an increase in the estimated earned income of women (from US\$ 6,788 to US\$ 7,849). Costa Rica also holds the best score in the region on the political empowerment subindex. Nicaragua's increase is driven mainly by a narrowing wage gap. Nicaragua's performance over the last six years puts it among the top climbers of the 114 countries that have been included in the *Report* since 2006. Argentina moves up one spot in the overall rankings. This is the result of an increase in its economic participation and opportunity subindex score, although this is partially offset by a small increase in the primary enrolment gap.

Barbados (33), **Guyana** (38), **Panama** (40), **Ecuador** (45), **Chile** (46) and **Jamaica** (47) occupy the next positions in the rankings. Barbados is one of three countries from the region that have closed the gender gap in both the education attainment and health and survival subindexes. Guyana maintains its position relative to last year although its overall score slightly falls because of small decreases in literacy rate gaps as well as primary and tertiary enrolment gaps. Panama and Ecuador slip down one and five places, respectively, because of widening economic participation gaps. Chile moves up in the rankings, gaining two places. Chile's strength lies in the area of political empowerment.

Jamaica is followed by **Honduras** (54), **Uruguay** (58), **Bolivia** (62), **Venezuela** (63), **Paraguay** (67) and **Peru** (73). Honduras stays in the same position as last year

while Uruguay gains one spot. Bolivia shows a significant improvement in its ranking, gaining 14 places. Bolivia's leap in the rankings is the consequence of a significant decrease in the wage gap; it is now the highest-ranking country from the region on the estimated earned income indicator. Venezuela moves up one spot this year, and has the highest percentage of women professional and technical workers (64%) in the region. Paraguay gains two positions, while Peru experiences a decline in the overall rankings (from 60th to 73rd position). This drop is caused mainly by a decrease in the number of women in parliament, which fell from 28% to 22%.

Next in the rankings are **Colombia** (80), **Dominican Republic** (81) and **Brazil** (82). Colombia displays the biggest drop in the region, falling from 55th to 80th position. While the percentage of women in parliament in the country has increased from 10% to 13%, this gain is offset by a drop in the female estimated earned income (from US\$ 7,138 to US\$ 5,718); female legislators, senior officials and managers and female professional and technical workers. The Dominican Republic slips down eight spots relative to its performance last year because of decreases in perceived wage equality and estimated earned income.

Brazil gains three places in the rankings this year. This is the result of improvements in perceived wage equality for similar work (although Brazil is still ranked very low—124th—on this variable) and women's estimated earned income (up from US\$ 7,190 to US\$ 7,865). The tenure of President Dilma Rousseff further boosts Brazil's overall score. However, women's labour force participation, at 64%, is still well below that of men (85%) and only 36% legislators, senior officials and managers' positions are held by women. Women's estimated earned income is a little under two-thirds that of men. While enrolment in primary and secondary education for girls is high, it remains below that of boys. Finally, women hold only 9% of parliamentary positions.

Brazil is followed by **Mexico** (89) and **El Salvador** (94). Mexico continues to climb the rankings, gaining two positions this year because of an improvement in the wage gap. **Belize** (100), **Suriname** (104) and **Guatemala** (112) occupy the last positions in the region. Belize shows a decline in the overall rankings, dropping from 93rd in 2010 to 100th place in 2011, as other countries narrow the gap faster. While Belize is notable for being one of the three countries in the region that have closed the gender gap in the educational attainment and health and survival subindexes, it is also the only country in Latin America and the Caribbean with no female parliamentarians. Suriname and Guatemala fall in the rankings by two and three places, respectively. Suriname holds the last rank of its region on the sex ratio at birth variable. Guatemala is the lowest-ranking country in the Latin America and Caribbean region. It remains disadvantaged in the rankings because of a high gap in education, low political empowerment and low economic participation.

The Middle East and North Africa

With 59% of the gender gap closed, the Middle East and North Africa region occupies last place on overall average score compared with the other five regions. The Middle East and North Africa lags behind the other regions on the economic participation and opportunity and the political empowerment subindexes. It is in 5th position on educational attainment (ahead of sub-Saharan Africa) and 4th position on health and survival (ahead of both sub-Saharan Africa and Asia and the Pacific).

The highest-ranking economies of the region have invested many resources in increasing women's education levels—in Qatar, Kuwait, the United Arab Emirates, Tunisia, Algeria, Israel, Saudi Arabia, Lebanon and Jordan, the tertiary education enrolment rates of women are higher than those of men. However, these countries have had varying degrees of success at integrating women into the economy in order to reap the benefits of this investment.

Israel (55) continues to hold the top spot in the Middle East and North Africa region, favoured by a higher-than-average performance on the economic participation and opportunity subindex. However, Israel loses three places relative to its position last year. This is mainly the result of a widening perceived wage gap between women and men for similar work.

The **United Arab Emirates (UAE)** (103) continues to hold 1st position among the Arab countries and improves its performance relative to its own score of 2010. **Kuwait** (105), **Tunisia** (108) and **Bahrain** (110) follow in the rankings, supported by higher-than-average performances on education attainment and health and survival. While Kuwait is the second-highest-ranking country in the region, it is one of only 9 countries out of 135 that show a worsening gap in the literacy rate indicator. Tunisia falls one place in the rankings this year. In the absence of new political data, the political empowerment data have been repeated from last year in order to continue to observe other changes in score. Bahrain's ranking does not change despite a small overall gain in the score, as other countries move ahead faster.

Qatar (111), **Mauritania** (114), **Jordan** (117) and **Lebanon** (118) follow. Qatar's strength lies in education, especially secondary and tertiary education, although reductions in wage gaps over the last year have boosted Qatar's overall ranking by six places. Jordan gains three places, most notably through an increase the percentage of women in parliamentary positions (from 6% to 11%). Jordan's key strength continues to lie in the area of education where primary, secondary and tertiary enrolment rates of girls are higher than those of boys. Lebanon loses two positions relative to last year, although it is the only country in the region to have achieved parity on the health and survival subindex.

The next places in the region are occupied by **Algeria** (121), **Egypt** (123) and **Syria** (124). Algeria slips

two spots relative to its performance last year. This is partly the result of a worsening perception of wage equality between women and men for similar work. Egypt moves up two spots because of an improvement in primary and secondary enrolment gaps and occupies 1st position on perceived wage equality for similar work. In the absence of new political data for Egypt, the political empowerment data have been repeated from last year in order to continue to observe other changes in score. Syria retains its position in the comparative rankings although it shows a small deterioration relative to its own performance last year.

Oman (127), **Morocco** (129), **Saudi Arabia** (131) and **Yemen** (135) remain the lowest-ranking Middle East and North African countries in the Index. Oman drops down, losing five places. This is partly the result of a wider gap in tertiary enrolment. Morocco and Saudi Arabia each slip two spots, although Saudi Arabia's performance over the last six years puts it among the highest climbers of the 114 countries that have been included in the *Report* since 2006. Finally, Yemen continues to occupy the last place in the region as well as in the overall rankings of 135 countries. While showing an absolute increase in the score, it remains the only country in the world to have closed less than 50% of its gender gap.

Asia and the Pacific

The Asia and the Pacific region has closed just over 65% of the overall gender gap. The region ranks highest on political empowerment and lowest on health in comparison with the other regional groupings. On education the region is in 4th place (behind North America, Latin America and the Caribbean and Europe and Central Asia) while on economic participation it is in 5th place (behind North America, Europe and Central Asia, Sub-Saharan Africa and Latin America and the Caribbean).

New Zealand (6) and the **Philippines** (8) lead the way in Asia and the Pacific and are the only two countries from the region to hold places in the top 10 of the global rankings. The Philippines gains one position since last year as a result of small gains in political empowerment and economic participation. **Australia** (23) follows next, continuing to hold a strong position in the rankings because of high levels of education, economic participation and political empowerment.¹¹ **Sri Lanka** (31) slips several places from its privileged position in the top 20 over the last five years. While it shows a higher-than-average performance in health and political empowerment, the gap between women and men's estimated earned income widens and new data on tertiary education show a large gender gap among those enrolled in tertiary education.

The next places in the rankings are occupied by **Mongolia** (36), **Singapore** (57) and **Thailand** (60). While Singapore holds 16th position globally on the economic participation and opportunity subindex, there are persistent gaps in health, education and government. Thailand,

which this year elected its first female prime minister, loses some ground because of a stronger perceived wage gap, but the country remains well positioned, with women making up more than half of those enrolled in tertiary education and with a high overall labour force participation rate for women.

China (61) maintains the same position as last year. While China remains the second-lowest-ranking country on the health and survival subindex (133)—the result of a disproportionate sex ratio at birth—although there have been minor improvements over the last year.¹² While women's labour force participation, at 74%, is high, men's wages are growing faster than women's wages. China is followed by **Bangladesh** (69), **Brunei Darussalam** (76) and **Vietnam** (79) in the region's rankings.

Indonesia (90) takes the next spot. Although women and men in the country are enrolled in tertiary education in almost equal numbers, women still make up a fairly low percentage of the workforce, particularly in senior and highly skilled positions.

Malaysia (97) and **Japan** (98), **Maldives** (101), **Cambodia** (102), **Korea, Rep.** (107) and **Fiji** (109) are found in the lower half of the rankings within the region. Japan and Korea continue to be among the lowest-ranking OECD countries. Japan maintains a similar position to last year, although there are small losses in perceived wage gaps and estimated earned income. Women make up almost half of those receiving tertiary education but only about 9% of those occupying senior leadership positions, indicating an inefficient use of the female talent available in the country. Korea also loses some ground because of wage gaps, although this is partially offset by gains in health.

India (113), the **Islamic Republic of Iran** (125), **Nepal** (126) and **Pakistan** (133) occupy the last places in the regional rankings. India and Pakistan perform above average on the political empowerment of women, particularly India, but they lag behind in the other three categories. In particular, the persistent health, education and economic participation gaps will be detrimental to India's growth; India is the lowest ranked of the BRIC economies featured in the Index.¹³

Sub-Saharan Africa

The sub-Saharan Africa region has closed 65% of its gender gap. The region performs well on the economic participation and opportunity subindex, ranking ahead of Latin America and the Caribbean, Asia and the Pacific and the Middle East and North Africa. Out of the top 15 performers on the labour force participation gender gap indicator, nine countries are from the region. However, poor enrolment rates and low levels of life expectancy continue to pose major challenges, with the region ranking towards the bottom on the health and survival and educational attainment subindexes. Out of the bottom five countries on the literacy rate indicator, four are from sub-Saharan

Africa. However, the region ranks ahead of Latin America and the Caribbean and the Middle East and North Africa on the political empowerment subindex.

Lesotho (9) continues to hold the top regional spot despite having lost one place, and is once again the only country from the region to have no gap in education or health. Lesotho is the second-best performer on the economic participation and opportunity subindex and among the highest climbers of the 114 countries that have been included in the *Report* since 2006. The next place in the region is occupied by **South Africa** (14), which is the only other sub-Saharan Africa country in the top 20. South Africa maintains the top spot in the region on political empowerment, especially on the percentage of women in parliament (45%). However, South Africa loses two places in the rankings this year as a result of a decrease in the literacy rate ratio and tertiary enrolment.

South Africa is followed in the rankings by **Burundi** (24), which enters the Index for the first time this year. Burundi ranks 1st overall on labour force participation and is the only country among 135 where the female labour force participation rate (92%) is higher than that of men (88%). **Mozambique** (26) falls four places this year, primarily as a result of higher estimated earned income differentials. **Uganda** (29) and **Namibia** (32) follow next. In Uganda, which gains four places this year, women parliamentarians increase from 31% to 35%. Namibia slips in the rankings to 32nd position because of a worsening perception of wage equality between women and men for similar work and a decrease in the number of women parliamentarians. Next in the rankings are **Tanzania** (59), **Malawi** (65), **Botswana** (66), **Ghana** (70), **Madagascar** (71) and **Gambia** (77). Tanzania gains seven places primarily because of an increase of women parliamentarians from 31% to 36%. Malawi gains three places and Botswana slips from the 62nd to the 66th position. However, Botswana is one of two African countries, in addition to Lesotho, that has achieved gender parity on education. Although Ghana's ranking does not change, it shows an increase in its overall score. Madagascar gains nine spots in the rankings, primarily the result of gains in the education attainment subindex.

The next spots in the region are occupied by **Angola** (87), **Zimbabwe** (88), **Senegal** (92), **Mauritius** (95) and **Kenya** (99). Angola moves down in the rankings from 81st to 87th place, mainly because of lower wage equality, but Angola's performance over the last six years puts it among the highest climbers of the region after Lesotho. Zimbabwe's gains are mainly driven by improvements in the wage equality and tertiary enrolment indicators. The country holds last place on the healthy life expectancy indicator. Senegal gains nine places relative to its rank in 2010. This is the result of significant improvement in the economic participation and opportunity and the political empowerment subindexes. Compared with last year,

Mauritius shows no change in ranking, while Kenya falls three places.

Zambia (106), Burkina Faso (115), Ethiopia (116), Cameroon (119) and Nigeria (120) are all in the lower half of the rankings in the region. Ethiopia experiences an improvement in the overall rankings, rising from 121st place in 2010 to 116th in 2011. Ethiopia's leap in the rankings is boosted by an increase in the number of women in parliament, which rose from 21% to 28%. However, the country holds the last position on the literacy rate indicator. Cameroon and Nigeria both fall in the rankings—by five and two places, respectively. In the case of Cameroon, this is the result of a perceived decline in the wage equality for similar work and higher estimated earned income gaps. Nigeria's drop can be attributed to a perceived decline in the wage equality as well as a decrease in the percentage of women in parliament.

Nigeria is followed by Benin (128), Côte d'Ivoire (130), Mali (132) and Chad (134). Benin and Côte d'Ivoire remain in the same relative positions, although their overall scores improve marginally. Mali slips down one place compared with last year, although various indicators show improvement. Finally, Chad is the lowest-ranking country in the sub-Saharan Africa region, holding the last position on primary, secondary and tertiary enrolment indicators.

Gender gaps, economic performance and policy implications

The most important determinant of a country's competitiveness is its human talent—the skills, education and productivity of its workforce—and women account for one-half of the potential talent base throughout the world. Closing gender gaps is thus a matter of human rights and equity; it is also one of efficiency. Figure 7 shows a plot of the Global Gender Gap Index 2011 scores against the Global Competitiveness Index 2011–2012 scores. Figure 8 plots the Global Gender Gap Index 2011 scores against GDP per capita. Figure 9 shows the relationship between the Global Gender Gap Index and the Human Development Index. The graphs confirm a correlation between gender equality and the level of competitiveness, GDP per capita and human development.

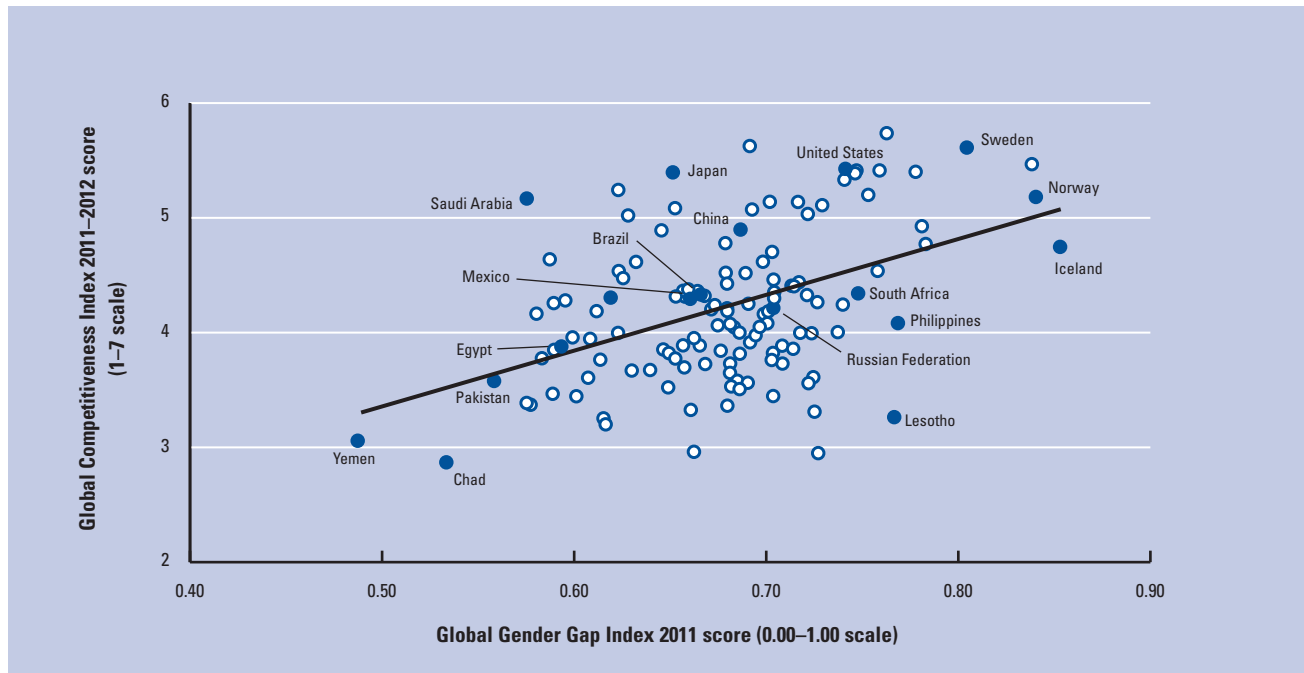
The correlation among competitiveness, income and development and gender gaps is evident despite the fact that the Global Gender Gap Index (unlike other gender indexes) explicitly eliminates any direct impact of the absolute levels of any of the variables (e.g., life expectancy, educational attainment, labour force participation) used in the Index. While correlation does not prove causality, it is consistent with the theory and mounting evidence that empowering women means a more efficient use of a nation's human talent endowment and that reducing gender inequality enhances productivity and economic growth.

Over time, therefore, a nation's competitiveness depends, among other things, on whether and how it educates and utilizes its female talent. The data in the Global Gender Gap Index reveals four broad groups of countries: (1) countries that are generally closing health and education gaps and show high levels of women's economic and political participation, (2) countries that are generally closing health and education gaps but show low levels of women's economic and political participation, (3) countries that have large health and education gaps as well as large gaps in women's economic and political participation and (4) countries that have large health and education gaps but display small gaps in women's economic and political participation. A basic illustration of these groupings is shown in Figure 10, which plots the educational attainment subindex against the economic participation and opportunity subindex.

In the first broad group are countries that have made the investments in women's health and education and generally see the returns on this investment in terms of women's economic and political participation, such as the Nordics, the United States and the Philippines. These countries have not, however, fully closed economic and participation gaps—in particular, the gaps in senior positions, wages and leadership levels still persist. According to recent research, the reduction in the male-female employment gap has been an important driver of European economic growth in the last decade and closing this gap would have massive economic implications for developed economies, boosting US GDP by as much as 9% and euro zone GDP by as much as 13%.¹⁴ Innovation requires new, unique ideas—and the best ideas flourish in a diverse environment. There is evidence to show that companies benefit by successfully integrating the female half of the available talent pool across their internal leadership structures,¹⁵ that women may have a propensity for making more inclusive, informed decisions and for engaging in less risky behaviour, and that gender-equal teams may be more successful. Additionally, in many countries women now account for more than half of the college and university graduates. As they begin to take up half of entry-level positions in several industries, as evident in the data from several OECD countries, it is a loss for companies if these highly skilled women are forced to choose between work and family at later stages of their career.¹⁶ Business leaders and policy-makers must therefore ensure that, in addition to removing barriers to women's entry to the workforce, they put in place practices and policies that will provide equal opportunities for rising to positions of leadership within companies.

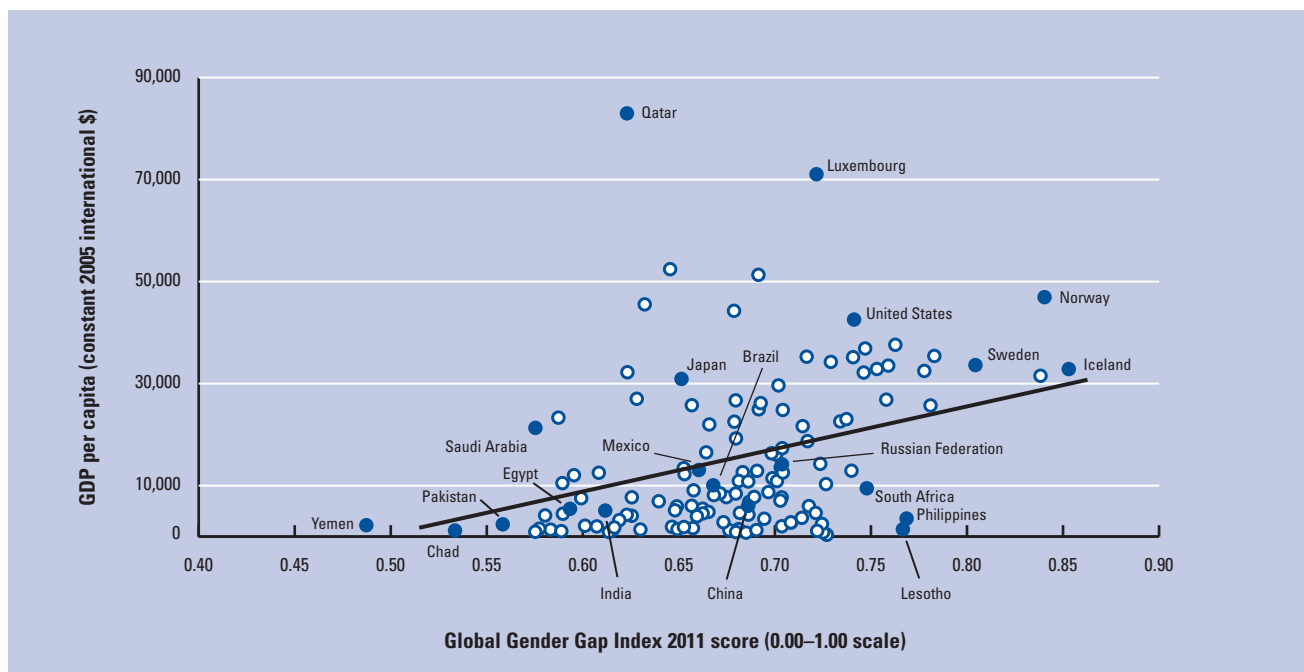
In the second broad group are countries that have made the key investments in women's education and health but have generally not removed barriers to women's participation in the workforce and in decision-making, and are thus not seeing returns on their investments in the development of one half of their human capital.

Figure 7: Relationship between the Global Competitiveness Index 2011–2012 and the Global Gender Gap Index 2011



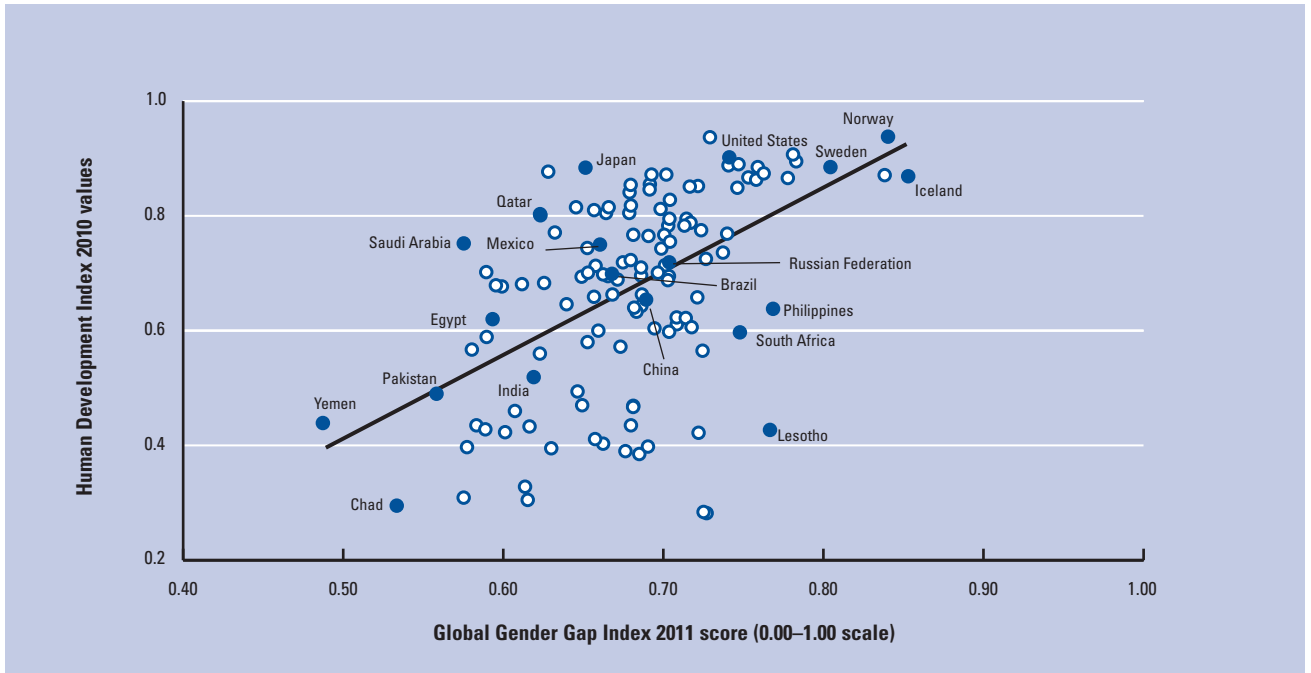
Source: Global Gender Gap Index 2011 and Global Competitiveness Index 2011–2012.
 Note: The Global Gender Gap Index and Global Competitiveness Index scales have been truncated to enhance readability.

Figure 8: Relationship between GDP per capita and the Global Gender Gap Index 2011 scores



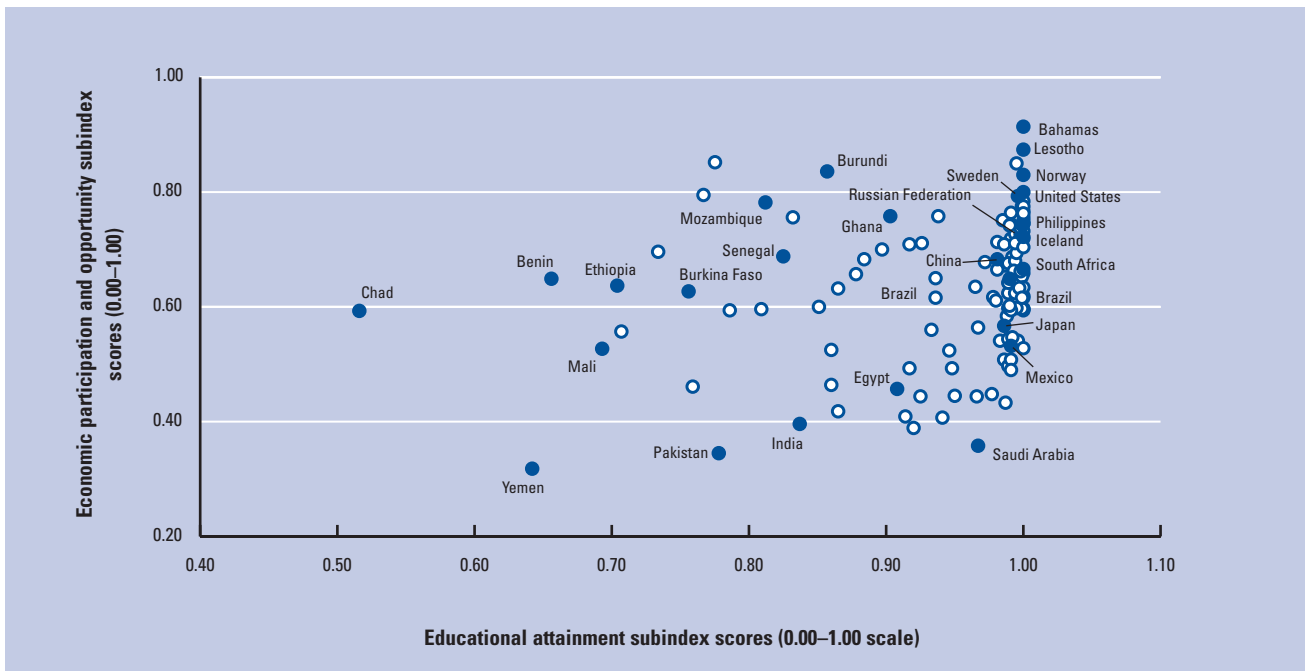
Source: Global Gender Gap Index 2011 and the World Bank's *World dataBank: World Development Indicators & Global Development Finance*, Online Database 2010, accessed June 2011.
 Note: The Global Gender Gap Index has been truncated to enhance readability.

Figure 9: Relationship between the Human Development Index 2010 and the Global Gender Gap Index 2011



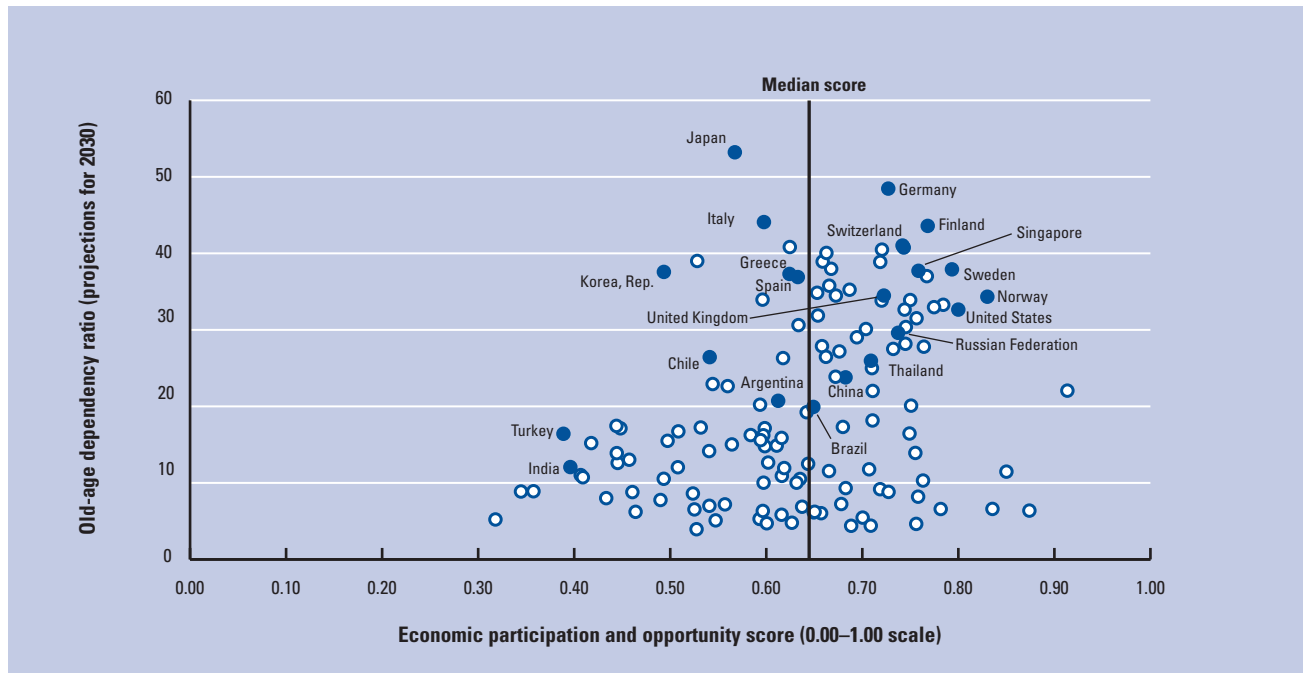
Source: Global Gender Gap Index 2011 and UNDP, *International Human Development Indicators*, Online Database 2010 (accessed October 2011).
 Note: Global Gender Gap Index and Human Development Index scales have been truncated to enhance readability.

Figure 10: Relationship between education and economic subindex scores



Source: Global Gender Gap Index 2011.

Figure 11: Relationship between old-age dependency ratio projections for 2030 and the economic participation and opportunity subindex 2011



Source: Global Gender Gap Index 2011 and United Nations, Department of Economic and Social Affairs, Population Division, Population Estimates and Projections Section, accessed 20 October 2011.

Note: Old-age dependency ratio is population aged 65+ per 100 population aged 15–64.

These countries have an untapped but educated talent pool and would have much to gain through women’s greater participation in the workforce. A study has shown that closing the gap between male and female employment would boost Japanese GDP by as much as 16%. A report by the United Nations Economic and Social Commission for Asia and the Pacific Countries found that restricting job opportunities for women is costing the region between US\$ 42 and US\$ 46 billion a year.¹⁷ Research by the World Bank demonstrates that similar restrictions have also imposed massive costs throughout the Middle East, where decades of substantial investment have dramatically reduced the gender gap in education but the gender gap in economic opportunity remains the widest in the world.¹⁸ Furthermore, there is new research showing that the combined impact of growing gender equality, the emerging middle class and women’s spending priorities will lead to rising household savings rates and shifting spending patterns; industry in these countries—particularly in sectors such as food, healthcare, education, childcare, apparel, consumer durables and financial services—will need to be prepared for these changes.¹⁹

In the third and fourth groups, the most basic investments in girls’ and women’s health and education still need to be made, and fundamental rights—including legal frameworks around inheritance, reproductive rights and violence—are often inadequate. Research demonstrates that investment in girls’ education has significant multiplier effects: it reduces high fertility rates, lowers infant and child mortality rates, lowers maternal mortality rates,

increases women’s labour force participation rates and earnings and fosters educational investment in children.²⁰ These outcomes not only improve the quality of life, they also foster faster economic growth and development. A substantial body of literature has shown that investing in girls’ education is one of the highest-return investments a developing economy can make. While some of the countries in the fourth group display high levels of economic participation by women (primarily in low-skilled work) and female political participation, closing health and education gaps will remain important factors over time. Compared with the third group, however, these countries have an advantage as women already have greater access to income and decision-making. Research has shown that women are more likely to invest a larger proportion of their household income than men would in the education and health of their children. There is also some evidence from India to suggest that women in local government roles make decisions with better outcomes for communities than men when charged with budget decisions;²¹ they also appear to be more competent representatives than men, obtaining more resources for their constituencies despite having significantly lower education and relevant labor market experience.²²

Many of the 135 economies covered by the Index are faced with rapidly ageing populations. In countries where it is relatively easy for women to combine work with having children, female employment and female fertility both tend to be higher. An emphasis on policies that allow women to combine work and family may thus play

a role beyond individual livelihoods and current prosperity by addressing the future problems posed by ageing populations.²³ Figure 11 plots the old-age dependency ratio projections for 2030 against the economic participation and opportunity subindex scores of 2011, revealing those countries among the set with high old-age dependency ratios that have low economic participation gaps and those that have high economic participation gaps.

The magnitude and particulars of gender gaps in countries around the world are the combined result of various socioeconomic and cultural variables, and the closing or continuation of these gaps is intrinsically connected to the framework of national policies in place. New research is required to understand which policies are most effective in closing gender gaps and whether these are replicable and scalable. This year, we have provided supplementary information on policy variables in the Country Profiles. In addition, we have conducted a policies survey with ministries responsible for women in the 135 countries covered in this *Report*. The preliminary results from almost 60 countries are presented in Appendix E.

Tracking the gender gap over time

The Global Gender Gap Index was first published in 2006 with a view to creating a comprehensive gender parity index that is able to track gaps over time relative to an equality benchmark, thus providing information on a country's progress relative to itself as well as to other countries.

Based on the six years of data available for the 114 countries that have been part of the *Report* since its inception, we find that the majority of countries covered have made progress on closing gender gaps. Figure A1 in Appendix A displays changes over time within the four subindexes. In 2006, 14% of the global political empowerment gap had been closed; in 2011, over 18% of this gap has been closed. In 2006, 56% of the economic participation gap had been closed; in 2011, almost 59% of this gap has been closed. In 2006, almost 92% of the educational attainment gap had been closed; in 2011, almost 93% of this gap has been closed. On health and survival, however, there has been a small deterioration between 2006 and 2011, from 97% to 96%. Figure A2 displays changes over time on the Index score across different regions. All regions have shown improvements over the last six years except Europe and Central Asia.

Table A1 in Appendix A displays the full list of 114 countries covered between 2006 and 2011 ordered according to the percentage change in their score, relative to their score in 2006. Figure A3 displays these countries in a scatter plot divided into four quadrants: countries that were performing above the median score in 2006 and have shown progress between 2006 and 2011, countries that were performing above the median score in 2006 and have regressed between 2006 and 2011, those that were

performing below the median score in 2006 and have shown progress between 2006 and 2011 and those that were performing below the median score in 2006 and have regressed between 2006 and 2011. Overall, 85% of countries make progress between 2006 and 2011 while 15% either deteriorate or remain unchanged.

We were able to calculate the Global Gender Gap Index backwards to the year 2000 for a limited set of countries in order to take a longer-term look at trends. Table A2 in Appendix A displays the Global Gender Gap Index 2000–2011 for 39 countries where the relevant data were available. In all countries there was a net improvement in scores across the 10 years, with the exception of the Slovak Republic and Hungary. Switzerland, Finland, Belgium, Spain, Ireland and Costa Rica show the largest absolute increases in score, amounting to relative changes of more than 15% when compared with their performance in the year 2000.

In the Country Profiles readers can explore trends over the last six years on both the overall Index scores and ranks and the four subindex scores and ranks. It is important to note that there are gaps in international databases and not all countries have information available for all variables across all six years, nor are all data updated on an annual basis for each country by the international organizations that serve as our primary source of data.

Conclusion

The Global Gender Gap Report 2011 provides a comprehensive overview of current performance and progress over the last six years. On average, over 96% of the gap in health outcomes, 93% of the gap in educational attainment, 59% of the gap in economic participation and 18% of the gap in political empowerment has been closed. No country in the world has achieved gender equality. The four highest-ranking countries—Iceland, Norway, Finland and Sweden—have closed between 80 and 85% of their gender gaps, while the lowest ranking country—Yemen—has closed less than half of its gender gap.

The Global Gender Gap Index was developed in 2006 partially to address the need for a consistent and comprehensive measure for gender equality that can track a country's progress over time. This edition of *The Global Gender Gap Report* reveals the trends observed in the data over the past six years and seeks to call attention to the need for more rapid progress in closing gender gaps. Out of the 114 countries covered in 2006–2011, 85% have improved their performance, while 15% have widening gaps. In some countries, progress is occurring in a relatively short time, regardless of whether they are starting out near the top or the bottom of the rankings and independent of their income. Countries such as Iceland, Switzerland, Lesotho, Saudi Arabia, Lesotho, United Arab Emirates and others have made much progress relative to their own situation in 2006. The same is true of those countries

that have lost ground over the last six years. While there have been minor losses in high-ranking countries such as Sweden, there have also been significant regressions in countries such as Mali, Nigeria and Morocco that were already at the lower end of the rankings.

The Index points to potential role models by revealing those countries that—within their region or their income group—are leaders in having divided resources more equitably between women and men than other countries have, regardless of the overall level of resources available. In Europe, the Nordic countries are the best performers; in North America, the United States is now the leader. Cuba, Trinidad and Tobago, the Bahamas and Costa Rica are the top-ranking countries in Latin America and the Caribbean; Israel ranks the highest in the Middle East and North Africa; and in the Arab World, the United Arab Emirates is followed by Kuwait, Tunisia and Bahrain. In Asia and the Pacific, New Zealand, the Philippines, Australia and Sri Lanka are ranked highest. Lesotho, South Africa and Burundi are the leaders in sub-Saharan Africa. Among income groups, the Nordic countries lead the way in the high-income group. In the upper-middle-income group, the leaders are South Africa and Latvia. The Philippines and Lesotho are the highest-ranking countries of the lower-middle-income group. Burundi and Mozambique are the strongest performers in the lower-income group. The detailed Country Profiles allow users to understand not only how close each country lies relative to the equality benchmark in each of the four critical areas, but also provides a snapshot of the legal and social framework within which these outcomes are produced.

The Index continues to track the strong correlation between a country's gender gap and its national competitiveness, income and development. A country's competitiveness depends on its human talent—the skills, education and productivity of its workforce. Because women account for one-half of a country's potential talent base, a nation's competitiveness in the long term depends significantly on whether and how it educates and utilizes its women. Four broad groups of countries are evident in the Index: (1) countries that are generally closing health and education gaps and show high levels of women's economic and political participation, (2) countries that are generally closing health and education gaps but show low levels of women's economic and political participation, (3) countries that have large health and education gaps as well as large gaps in women's economic and political participation and (4) countries that have large health and education gaps but display small gaps in women's economic and political participation.

This *Report* highlights the message to policy-makers that, in order to maximize competitiveness and development potential, each country should strive for gender equality—that is, should give women the same rights, responsibilities and opportunities as men. The Index does

not seek to set priorities for countries but rather to provide a comprehensive set of data and a clear method for tracking gaps on critical indicators so that countries may set priorities within their own economic, political and cultural contexts. We are hopeful that the information contained in the *Global Gender Gap Report* series will also serve as a basis for further research that will facilitate a clearer understanding of the policies that are successful and those that are not, particularly as increasing numbers of policy-makers, employers and civil society seek out best practices and role models to incorporate gender equality into their practices and policies.

Notes

- 1 See Greig et al. "The Gender Gap Index 2006".
- 2 This ratio is based on what is considered to be a "normal" sex ratio at birth: 1.06 males for every female born. See Klasen and Wink, "Missing Women: Revisiting the Debate".
- 3 This ratio is based on the standards used in the UN's Gender-Related Development Index, which uses 87.5 years as the maximum age for women and 82.5 years as the maximum age for men.
- 4 A first attempt to calculate the gender gap was made by the World Economic Forum in 2005; see Lopez-Claros and Zahidi, *Women's Empowerment: Measuring the Global Gender Gap. The 2005 Index*, which was attempting to capture women's empowerment, used a "feminist" scale that rewarded women's supremacy over men (highest score is assigned to the country with the biggest gap in favour of women).
- 5 The weights derived for the 2006 Index were used again this year and will be used in future years to allow for comparisons over time.
- 6 This is not strictly accurate in the case of the health variable, where the highest possible value a country can achieve is 0.9796. However, for purposes of simplicity we will refer to this value as 1 throughout the chapter and in all tables, figures and Country Profiles.
- 7 Because of the special equality benchmark value of 0.9796 for the health and survival subindex, it is not strictly accurate that the equality benchmark for the overall index score is 1. This value is in fact $(1 + 1 + 1 + 0.9796) / 4 = 0.9949$. However, for purposes of simplicity, we will refer to the overall equality benchmark as 1 throughout this chapter.
- 8 Since the variables in the subindexes are weighted by the standard deviations, the final scores for the subindexes and the overall Index are not a pure measure of the gap vis-à-vis the equality benchmark and therefore cannot be strictly interpreted as percentage values measuring the closure of the gender gap. However, for ease of interpretation and intuitive appeal, we will be using the percentage concept as a rough interpretation of the final scores.
- 9 A population-weighted average of all scores within each region was taken to produce these charts.
- 10 Please note that we have modified our regional classifications from those used in previous editions of the Report.
- 11 Please note that these data do not take into account the recent election of Australia's first female prime minister.
- 12 Sen, "Missing Women", *British Medical Journal* and Klasen and Wink, "Missing Women: Revisiting the Debate".
- 13 The BRIC countries are Brazil, the Russian Federation, India and China.
- 14 See Daly, "Gender Inequality, Growth and Global Ageing".
- 15 Catalyst, "The Bottom Line".
- 16 See Ibarra and Zahidi, *The Corporate Gender Gap Report 2010*.
- 17 ESCAP, *Economic and Social Survey of Asia and the Pacific*.

- 18 See World Bank, "Gender and Development in the Middle East and North Africa."
- 19 Goldman Sachs Global Markets Institute, "The Power of the Purse".
- 20 On the impact of female education on labour force participation and the educational attainment of the next generation, see Hausmann and Székely, "Inequality and the Family in Latin America". On educational investment in children, see Summers, "The Most Influential Investment", 132.
- 21 See Beaman et al., "Powerful Women".
- 22 Munshi and Rosensweig, "The Efficacy of Parochial Politics".
- 23 Daly, "Gender Inequality, Growth and Global Ageing".

References

- Bartlett, L A, Mawji, S, Whitehead, S, Crouse, C, Dalil, S, Ionete, D, Salama, P and the Afghan Mortality Study Team. Where Giving Birth is a Forecast of Death: Maternal Mortality in Four Districts of Afghanistan, 1999–2002. In *The Lancet*, 2005, 365 (9462): 864–870.
- Beaman, L, Chattopadhyay, R, Duflo, E, Pande, R, and Topaloya, P. Powerful Women: Does Exposure Reduce Bias? <http://econ-www.mit.edu/files/3122>.
- Catalyst. The Bottom Line: Connecting Corporate Performance and Gender Diversity. 2004. <http://www.catalyst.org/publication/82/the-bottom-line-connecting-corporate-performance-and-gender-diversity>.
- Centre for Work Life Policy. <http://www.worklifepolicy.org/>.
- CIA (Central Intelligence Agency). *The CIA World Factbook*, 2011.
- Coale, A J. Excess Female Mortality and the Balance of the Sexes in the Population: An Estimate of the Number of Missing Females. In *Population and Development Review*, 1991, 17 (3): 517–523.
- Daly, K. Gender Inequality, Growth and Global Ageing. Goldman Sachs Global Economics Paper No. 154, April 2007.
- Dervarics, C. Closing the Gap in Male-Female Schooling. Population Reference Bureau, 2004. <http://www.prb.org/Articles/2004/ClosingtheGapinMaleFemaleSchooling.aspx> [accessed October 2009].
- Duflo, E. Gender Equality in Development. BREAD Policy Paper No. 001, December 2005. <http://econ-www.mit.edu/files/799>.
- ESCAP (Economic and Social Commission for Asia and the Pacific). *Economic and Social Survey of Asia and the Pacific 2007: Surging Ahead in Uncertain Times*. New York: United Nations, 2007.
- Falkingham, J. The Impact of Maternal Health on Poverty. In *id21 Health, id21 Research Highlight*, 2 August 2007. <http://www.id21.org/zinter/id21zinter.exe?a=0&i=InsightsHealth11art3&u=4ae36338>.
- Gertler, P, Martinez, S, Levine, D and Bretozzi, S. "Lost Presence and Presents: How Parental Death Affects Children". Princeton University, 2004.
- Goldman Sachs Global Markets Institute. The Power of the Purse: Gender Equality and Middle-Class Spending. 5 August 2009.
- Greig, F, Hausmann, R, Tyson, L D and Zahidi, S. The Gender Gap Index 2006: A New Framework for Measuring Equality. In *The Global Gender Gap Report 2006*. Geneva: World Economic Forum, 2006.
- Hausmann, R and Székely, M. Inequality and the Family in Latin America. In *Population Matters: Demographic Change, Economic Growth, and Poverty in the Developing World*, edited by N. Birdsall, A C Kelley, and S Sinding. New York: Oxford University Press, 2001.
- Ibarra, H and Zahidi, S. *The Corporate Gender Gap Report 2010*. Geneva: World Economic Forum, 2010.
- ILO (International Labour Organization), International programme on the elimination of child labour, World Day 2009. *Give Girls a Chance: End Child Labour*, 2009. Available at <http://www.ilo.org/fipec/Campaignandadvocacy/WDA/LWorldDay2009/lang-en/index.htm> [accessed October 2009].
- . *LABORSTA Internet*, online database, 2011.
- Inter-Parliamentary Union. *National Women in Parliaments*, July 2011.
- Jütting, J P, Morrisson, C Dayton-Johnson, J and Drechsler, D. Measuring Gender (In)equality: Introducing the Gender, Institutions and Development Data Base (GID). Working Paper No. 247. OECD Development Centre, March, 2006. <http://www.oecd.org/dataoecd/17/49/36228820.pdf>.
- Kilpatrick, S J, Crabtree, K E, Kemp, A and Geller, S. Preventability of Maternal Deaths: Comparison between Zambian and American Referral Hospitals. In *Obstetrics & Gynecology*, 2002, 100: 321–326.
- Klasen, S and Wink, C. Missing Women: Revisiting the Debate. In *Feminist Economics*, 2003, 9 (2–3): 263–299.
- Lopez-Claros, A and Zahidi, S. *Women's Empowerment: Measuring the Global Gender Gap*. Geneva: World Economic Forum, 2005.
- Mathers, C D, Iburg, K M Salomon, J A Tandon, A Chatterji, S Ustün, B and Murray, C J L. Global Patterns of Healthy Life Expectancy in the Year 2002. In *BioMed Central Public Health*, 2004, 4: 66. <http://www.biomedcentral.com/1471-2458/4/66>.
- Matthews, Z. Improving the Health of Mothers and Babies. In *id21 insights, health # 11*, University of Sussex. <http://www.id21.org/insights/insights-h11/art00.html/>.
- Munshi, K and Rosensweig, R. The Efficacy of Parochial Politics: Caste, Commitment, and Competence in Indian Local Governments. *Center Discussion Paper* No. 964. Economic Growth Center, Yale University, September 2008. http://www.econ.yale.edu/growth_pdf/cdp964.pdf.
- Nardo, M, Saisana, M, Saltelli, A, Tarantola, and Hoffmann, A and Giovannini, E. *Handbook on Constructing Composite Indicators: Methodology and User Guide*, OECD Statistics Working Papers, 2005/3, OECD Publishing. doi:10.1787/533411815016.
- Nike Foundation. *The Girl Effect: Not Just about Girls: Engaging Men and Boys Is Key to Girls' Ability to Achieve their Full Potential*, 2009. http://www.nikefoundation.com/media_room.html [accessed October 2009].
- PLAN. *Girls in the Global Economy: Adding It All Up*, 2009.
- Sen, A. *Development as Freedom*. Oxford: Oxford University Press, 1999.
- . Missing Women. In *British Medical Journal*, 1992, 7 March, 304 (6827): 587–588.
- Sen, G, George, A, and Ostlin, P (eds). *Engendering International Health: The Challenge of Equity*. Boston: MIT Press, 2002.
- Summers, L. The Most Influential Investment. In *Scientific American*, 1992, August: 132.
- Switlick, N, Geeta, K and Lule E. *Acceleration Progress Towards Achieving the MDG to Improve Maternal Health: A Collection of Promising Approaches*. April, 2005. Washington, DC: World Bank.
- UNAIDS and WHO. *AIDS Epidemic Update 2005*. Joint Annual Report. December, 2005. Geneva: Joint United Nations Programme on HIV/AIDS (UNAIDS) and WHO. http://www.unaids.org/epi/2005/doc/report_pdf.asp.
- UNDP (United Nations Development Programme). *Human Development Report 2010*.
- . *Human Development Report 2006*. Oxford: Oxford University Press, 2006.
- . Technical Note: Computing the Indices. In *Human Development Report 2000*. Oxford: Oxford University Press, 2000. <http://hdr.unep.org/reports/global/2000/en/>.
- UNESCO (United Nations Educational, Scientific and Cultural Organization). *Gender and Education for All: The Leap to Equality*. Summary Report, 2003. Paris: UNESCO.
- UNFPA (United Nations Population Fund). *Safe Motherhood: Facts about Safe Motherhood*, 2008. <http://www.unfpa.org/mothers/facts.htm> [accessed October 2009].
- . *State of World Population 2004: Maternal Health*. <http://www.unfpa.org/swp/2004/english/ch7/page2.htm>.

-
- UNICEF (United Nations Children's Fund). *The State of the World's Children 2009: Maternal and Newborn Health*. New York: UNICEF, December 2008. <http://www.unicef.org/sowc09/docs/SOWC09-FullReport-EN.pdf>.
- . *The State of the World's Children 2004*. http://www.unicef.org/sowc04/sowc04_girls_left_out.html [accessed October 2009].
- United Nations, Department of Economic and Social Affairs, Population Division, Population Estimates and Projections Section. <http://esa.un.org/wpp/Excel-Data/population.htm>.
- United Nations Foundation. *Why Invest in Adolescent Girls*. <http://www.unfoundation.org/global-issues/women-and-population/investing-adolescent-girls.html>.
- United Nations Secretariat, Population Division of the Department of Economic and Social Affairs. *World Population Prospects: The 2008 Revision*. <http://esa.un.org/unpp/> [accessed October 2009].
- Varkey, S, Gupta, S S. How Gender (In)Sensitive Are the Gender-Related Indices? In *Bulletin of the World Health Organization*, 2005, 83 (12): 954–956.
- Wessel, H, Reitmaier, P, Dupret, A, Rocha, E, Cnattingius, S, Bergströmm, S. Deaths among Women of Reproductive Age in Cape Verde: Causes and Avoidability. In *Acta Obstetrica et Gynecologica Scandinavica*, 1999, 78 (3): 225–232; 2009: 2.
- WHO (World Health Organization). *World Health Report: Working Together for Health*. April 2006, Geneva: WHO; p.xxiv in *Merlin: All Mothers Matter*. <http://www.merlin.org.uk/images/libimages/1755.pdf> [accessed October 2009].
- . *The World Health Report 2007*. 2007. Geneva: WHO.
- . *Global Health Observatory database*, data from 2007.
- . *The World Health Report 2001, Statistical Annex: Explanatory Notes*. 2001. Geneva: WHO.
- World Bank. *World dataBank: World Development Indicators & Global Development Finance*, online database 2008, accessed July 2010.
- . *Gender and Development in the Middle East and North Africa: Women in the Public Sphere*. 2004. Washington, DC: World Bank.
- . *Engendering Development through Gender Equality in Rights, Resources and Voice*. *World Bank Policy Research Report No. 21776*. 2001. Washington, DC: World Bank.
- . *Girl's Education*. Washington, DC: World Bank
- <http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTEDUCATION/0,,contentMDK:20298916~menuPK:617572~pagePK:148956~piPK:216618~theSitePK:282386,00.html> [accessed October 2009].
- World Economic Forum. *The Global Competitiveness Report 2010–2011*. 2010. Geneva: World Economic Forum.